Brigham Young University
THE UNIVERSE
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Teams 'track' to championship

BYU track teams will participate in the Mountain West Conference championships today. The events run through Saturday.

Page 5

A father and son spend time together fishing at Salem Pond on Tuesday. The Utah division of Wildlife Services stocked the pond with fish to provide a day of fishing for the disabled.

Catherine Brown/ Universe

Disabled kids reel in fish, fun

By Amy Nelson
anelson@newsroom.byu.edu
NewsNet Staff Writer

Around 500 disabled children went fishing at Salem Pond on Tuesday, and nearly all of them went home with a fish.

The Uintah National Forest Services and the Division of Wildlife Services made it possible for the children to go fishing with the 11th Annual Kid's Fishing Day for Kids with Special Needs.

Shanell Iverson, 16, of Tooele, caught two trout from her wheelchair and 13-year-old Brian Willett, a Hillcrest Elementary School student, caught one fish.

Willet said it was more fun than when he caught a big fish with his grandpa at Strawberry Reservoir.

"When I get home I'm going to eat it," he said with a smile.

Janice Gallup, a special education teacher at Hillcrest, said they brought 31 students to the event. She waited at the fish-gutting station to collect her students' cleaned fish and held them in a cooler for the children until after school.

"The kids get so excited," said Kevin Pritchett, one of the founders of the event. "We've had some that have lost their pants because they were jumping up and down so much."

The pond is stocked for the event by DWR Aquatics to ensure that every child is able to catch a fish.

DWR regional supervisor Jordan Pederson said they always stock Salem Pond early in the year because of its lower elevation and warmer water, but on this day it gets an extra amount of fish.

"The fish truck comes in and bingo — everyone catches a fish," Pederson said.

Nearly 300 volunteers were there to help the children fish and have a good time.

Ronald Nielsen, a Pleasant Grove resident, volunteered with his wife and two sons — who got to take the day off of school to help at the event. He said his family goes to help the children fish, have fun and make sure they catch something.

"They have a hoot," Nielsen said.

Spanish Fork High School student Shelly Kitchen said she loves volunteering because she loves to work with the children.

"There's just a spirit about them that you can't find anywhere else," Kitchen said.

The special fishing event began in 1989 at Payson Lake with 25 participants. It has now become so popular that it has been moved to the larger Salem Pond and has taken on two shifts in the day to accommodate the growing numbers, Pritchett said.

Pritchett said they originally wanted to do a free fishing day for everyone but thought it would be great to give the opportunity to children who didn't have as much of a chance to go fishing.

Now the event has grown so much that they coordinate with schools in the area and the children come to the pond on buses.

Last year 400 children come to the event, and this year there were 500.

Sarah Flinders, liaison with the Uintah National Forest Services, said they anticipate the event to keep growing, and they are trying to anticipate how to keep everyone involved that wants to be involved.

So far Salem Pond has worked out well, but the event may expand to two days if it keeps growing like it has in the past few years, Flinders said.

Prozac receives blame for violent behavior

By Gretchen Day
gretchen@newsroom.byu.edu
NewsNet Staff Writer

Prozac and other antidepressant drugs may cause depression sufferers to commit suicide and other violent behavior, said Ann Blake Tracy of the International Coalition for Drug Awareness.

Tracy, author of "Prozac: Panacea or Pandora" has been researching the effects of Prozac and other serotogenic drugs for 10 years. She is releasing her findings as the 14-year patent on Prozac is about to expire and the drug's maker, Eli Lilly and Co., is getting ready to launch a new version.

Eli Lilly "wants another 14 years of marketing this drug that has been very, very lucrative," Tracy said. "It's bringing in $7 million a day."

Tracy said the makers of Prozac claim the new version is not as bad as the current Prozac. This statement alone should alarm the public, she said.

Tracy reported that antidepressant drug usage is six times higher in Utah Valley than the national average, and questions of safety are at the forefront.

Violent behavior, road rage, self-mutilation and suicide can all be associated with Prozac and other drugs such as Zoloft, Paxil, Luvox, Effexor, Seozone, Celexa, Fen-Phen, Redux, Meridia and Anafranil, Tracy said.

Elizabeth Norton, executive coordinator of clinical psychology at BYU, said antidepressants are helpful for some people.

"You have to realize that there are millions of people taking (antidepressants) and it only takes a handful to make it look really bad," Norton said.

Norton said some depression sufferers are able to become fully functional with the aid of antidepressants. Others benefit from the increase of concentration they are allowed when taking antidepressants, and are able to go to therapy, she said.

According to a Web site for Prozac, tests have proven the product to be safe.

Opponents of the drug claim that its users behave uncharacteristically, sometimes violently. An article in The Observer reiterated these claims.

"Clinical research to be published soon will show that up to one in 10 adults who take Prozac can become belligerent and pose a risk to others and themselves," the article said.

These concerns have motivated some people to seek alternate forms of treatment for depression.

Diane Spangler, a professor of psychology at BYU, said for a disease as serious and painful as depression, seeking help is an individual decision.

Spangler said 50 percent of patients on anti-depressants have a reduction of symptoms, leaving half with no response to the drugs.

"Therapy is better to try initially before any drugs are introduced," Spangler said.

In a statement made by Eli Lilly and Co., claims of aggressive behavior were denied.

"Since its discovery in 1972, Prozac has become one of the world's most studied drugs," the statement read. "An extensive review of scientific evidence has demonstrated no causal link between Prozac and aggressive behavior."

Tracy said some of the violent crimes that have been reported in the news could be partially blamed on antidepressant drugs. She said she worked closely with the case of Brynn Hartman who murdered her husband, comedian Phil Hartman, and later committed suicide.

Brynn Hartman was on Zoloft at the time of the murder, and it was causing her to act irrationally, Tracy said.

She also said that Eric Harris, one of the killers in the Columbine massacre, was on Luvox before the killings and was perhaps experiencing the rage that comes from withdrawal.

Prozac is a drug that has made depression a household word and has more than 35 million users worldwide, according to the Prozac Web site.

PROZAC

- ✓ Most widely prescribed antidepressant
- ✓ 6 times national average use in Utah County
- ✓ 35 million users worldwide
- ✓ 3 times national average use in Utah

source: Dr. Ann Blake Tracy

Graphic by Craig Fisk

Provo mayor outlines fight club safety rules

By Ryanne Higley
ryanne@newsroom.byu.edu
NewsNet Staff Writer

Provo Mayor Lewis Billings proposed a safety ordinance for Provo fight clubs at Wednesday evening's Provo Municipal Council Study Meeting.

He proposed to the City Council safety measurements and guidelines to the consensual fighting and boxing gatherings.

"I do not want to be the mayor to call an out-of-state mother and inform her that her son or daughter was permanently injured due to a lack of safety provisions," Billings said.

The city cannot ban fight clubs. But consentual fights within city limits can be regulated because they are a danger to the health, safety and welfare of the participants, Billings said.

The City Council can pass laws for the benefit of the health, safety and welfare of the city's residents.

The mayor has proposed ways to provide safety for these gatherings and has asked the Council to look over and discuss the ideas.

The proposed ordinance would make it is a Class B misdemeanor to participate in, to promote, to organize or to publicize fighting or boxing contests in Provo unless certain guidelines are followed.

The ordinance proposes four guidelines.

The consensual fighting or boxing group must have written approval from the mayor or his designee to allow such an event to happen on property owned or controlled by Provo.

There must be proper safety equipment used such as headgear, gloves and mouthpieces. A medical doctor must be present during any fighting events, and crowd control and proper toilet facilities must be provided.

Stan Lockhart, City Council member, agreed with the safety measurements proposed during the discussion. He also said that guidelines for amateur boxing should be reviewed as well as having an emergency vehicle at the fights.

Dennis Poulson, the vice chair of the City Council, said he believed that condoning the behavior is not beneficial. He said that due process should proceed and all sides of the story should be heard to help move the issue along.

The mayor said the new ordinance does not apply to activities or classes sponsored by schools and other educational institutions.

It does not apply to properly licensed businesses providing boxing or fighting instruction or such events.

The new safety provisions discussed at the City Council meeting are only a proposal, Billings said. It would not go into action until June 6.

The City Council must review the proposal and revise it if necessary. If it votes to add the new ordinance, the safety precautions for fight clubs will be enforced.

NEWS BRIEFS

Compiled from staff and news service reports

Grand Canyon fire rages toward forest

GRAND CANYON NATIONAL PARK, Ariz. — Winds gusting to 50 mph grounded helicopters trying to fight a 10,000-acre wildfire north of the Grand Canyon Tuesday.

The fire was 43 percent contained, but winds pushed it northeast through the Kaibab National Forest, making it virtually impossible to fight the fire by air, said Vicki Allred, a spokesperson for Grand Canyon National Park.

The Outlet fire, which began as a 1,500-acre prescribed burn on April 25, was driven out of control by high winds a week ago.

The blaze did not immediately threaten any structures and would not do so as long as it continued moving north. As a precautionary measure, dry brush has been removed around the developed areas, Allred said.

The South Rim of the Grand Canyon, the side where the majority of visitors go, remained open.

Electricity extinguishes beef bacteria

BROOKLYN CENTER, Minn. — A Minnesota company said Tuesday it is the first in the nation to begin selling electronically pasteurized beef, which uses electricity to kill bacteria.

Huisken Meats, based in Chandler, Minn. is selling the pasteurized frozen beef patties in some grocery stores in the Twin Cities.

Health officials compared the development of electronic pasteurization to the introduction of heat-pasteurized milk. The process kills E. coli, listeria and other bacteria and parasites.

Minnesota Health Department Commissioner Jan Malcolm and former state epidemiologist Michael Osterholm, now a consultant specializing in infectious disease, said the process is safe.

They said electronic pasteurization will save lives and reduce healthcare costs. Each year in the United States, 76 million people get sick and 5,000 die because of food-borne bacteria, according to the Centers for Disease Control.

Carjacker eludes Salt Lake City police

SALT LAKE CITY — A man suspected of stealing a sport utility vehicle with a toddler inside has been charged, but is still at large.

Ryan Lee Earl, 23, was charged Monday with one count of theft for taking the SUV from a convenience store parking lot Thursday morning.

The SUV was taken after Peggy Keele and her boyfriend went inside for a cup of coffee, leaving the car running and Keele's 23-month-old son Braxton inside.

The car was found an hour later in a nearby neighborhood with Braxton still inside, unhurt.

Police suspected the thief was recorded by the store's security camera and ran the footage on TV. Later, an anonymous viewer who identified Earl contacted them.

Earl, who calls himself Sam Anders, could also be charged with additional crimes when he is found.

Abortion group fights against Vatican

VATICAN CITY — The U.S. Catholic bishops conference denounced an abortion-rights group Tuesday for campaigning to have Vatican City's permanent-observer status revoked at the United Nations.

The abortion-rights group, Catholics for a Free Choice, was trying to "silence the moral voice of the Holy See at the United Nations," the bishops said.

The Vatican, although a non-member and lacking a vote, has special observer status at the United Nations which allows it to take part in U.N. debates and conferences. The Church has used the position to play an active role in debate on family planning and abortion issues.

The U.S.-based Catholics for a Free Choice is currently challenging the Holy See's entitlement to the permanent-observer status, saying its status as a "state" is questionable.

WEATHER

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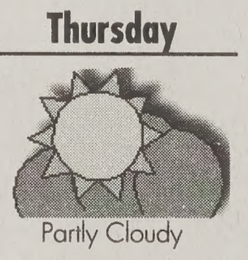
High	72 as of		
Low	49 5 p.m.	Showers	Partly Cloudy
Precipitation		High 68	High 72
Yesterday	0"	Low 47	Low 51
Month to date	0.56"		
Year to date	8.35"		

sources: BYU Geography Dept., CNN

SCRIPTURE OF THE DAY

"Peace I leave with you, my peace I give unto you: not as the world giveth, give I unto you. Let not your heart be troubled, neither let it be afraid."

— John 14:27

Laura Stott, an English major from Draper, likes this scripture because "no matter what we're going through, true happiness and peace always come from Christ."

THE UNIVERSE

Offices
5538 WSC
Brigham Young University
Provo, Utah 84602

News
(801)378-2957
Advertising
(801)378-4591

Fax (801) 378-2959
http://newsnet.byu.edu e-mail: letters@byu.edu
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Provo benefits from small business

By Jeremiah Christenot
jeremiah@newsroom.byu.edu
NewsNet Staff Writer

Provo's small businesses and those across the nation have blossomed.

The majority of large companies in the United States often receive attention, yet the phenomenal job growth of the past 15 years has taken place almost exclusively within small businesses, said Jeff Thredgold, president of Salt Lake City based Thredgold Economic Associates.

"We consider small businesses a real strength here in Provo. We remain diverse as far as the economy is involved," said Steve Densley, president of the Provo Chamber of Commerce.

Small businesses give communities strength, he said.

Most of the nation's 12 million businesses are classified as "small," and they rank as the world's third-largest economic power, Thredgold said.

According to The Business Journal, 828,000 small businesses were started in the 13 western states in 1998.

"Small businesses lend diversity to a community," said D&B Woods owner Karl Darrington.

Opinion surveys by the Gallup Organization have found job satisfaction to be higher in small businesses, with workers more likely to be "extremely satisfied" with their jobs.

Utah's economy is comprised of 63,000 businesses and most of them are small, Thredgold said.

"Solid economic growth is expected to continue in Utah," he said.

The dynamic marketplace that small businesses bring to a community help to ensure future stability, whereas a city built around one large company is unstable, Densley said.

"With the entrepreneurial spirit alive, small businesses will continue to strengthen Provo," Densley said.

Many sm… nesses lik… Express li… block aro… Center St… University… in Provo. … small bus… market ha… grown ov… past 15 y… strengthe… Provo's ec… and busir… diversity.

Ryan Bouche…

Diversity questioned at U. of U.

Associated Press

SALT LAKE CITY — The University of Utah shouldn't limit its definition of diversity to race, ethnicity and gender as it tries to become less homogeneous, according to University of Utah President Bernie Machen.

"Diversity has many dimensions," he said, including educational, geographic, religious, cultural and economic differences.

Machen's expanded definition of diversity also includes "sexual orientation and other defining personal characteristics."

His statements, made in a faculty senate meeting, come after a spate of criticism about the dearth of minorities at the university.

In April, the school's Health Sciences Diversity Advisory Board said that numbers of minority faculty, staff and students were too low at the medical schools.

On the heels of that complaint, the U.S. Labor Department began an investigation into the school's hiring practices.

Also in April, the university's diversity committee published a 38-page report stating that the institution employs and educates far fewer women and minorities than other schools. It also said minorities are under-represented at the university when compared with the general population of Salt Lake County.

A day after the report was released, co-author Mark McPhail — the university's only tenured, full-time black professor — resigned, citing Machen's lack of response to the diversity problem as a reason.

Edward L. Lewis Jr., who runs chapters of the National Association for the Advancement of Colored People in Idaho, Nevada and Utah, wonders whether Machen's new definition of diversity will have any material impact.

"If you haven't been doing it in the narrow scope, what do you have to accomplish by broadening the platform?" he asked.

Karen Dace, the university's vice president for diversity, said the school has accomplished plenty.

"We're hiring people. What kind of results are they not seeing?" she said, citing her involvement in the recent hires of five women and 10 people of color, who will join the university's faculty in July.

"When I came here 10 years ago, I was the only African-American woman on campus." Now there are three, Dace said.

"There's certainly progress," she said.

Departments will have access to supplemental salary money for hiring candidates with diverse backgrounds.

You're either part of the solution or part of the problem.
- Eldridge Cleaver
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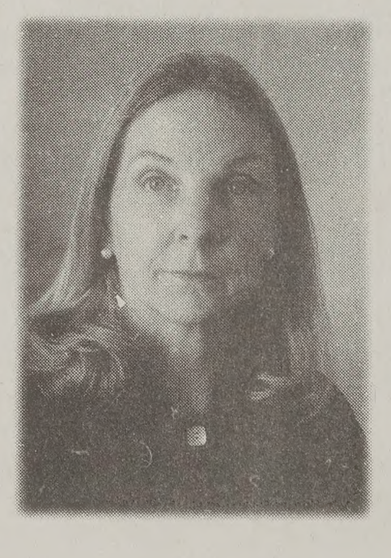

Dr. JoAnn Myer Valenti

BYU Professor of Communications

"Men, Women, and Mother Nature:
Gender and Religiosity Informing Environmental Attitudes"

People's attitudes toward the environment do much to shape the world we live in and often reflect a spiritual connectedness with nature. For many religious communities the environment is a moral issue. In this forum, Dr. JoAnn Valenti, professor of communications for the past eight years at BYU, raises questions about the interrelationships among communication, religiosity, and environmental attitudes. Although not a member of the LDS Church, Dr. Valenti has initiated a study of Mormon media use and attitudes toward environmental issues, examining in particular the influence of gender. "Mormons have always had a tremendous regard for beauty in their environments," she says. "I am intrigued by the different interpretations within the community of what it means to be environmentally responsible and what influence, if any, media use may have."

Dr. Valenti holds a doctorate in natural resources from the University of Michigan, where she focused on environmental communication. Her undergraduate and master's degrees from the University of Florida are in journalism and mass communication. She is a founding member and has served on the board of the Society of Environmental Journalists and currently serves on the editorial boards of *SEJournal*, *Science Communication*, and the *Public Relations Research Journal*. She is a fellow of the American Association for the Advancement of Science and is coordinator of an annual environmental journalism fellowship program in Kauai, Hawaii, sponsored by the National Tropical Botanical Gardens.

A question-and-answer session will be held at 12 noon in the JSB Auditorium.

ywright tell stories hind play

eal Thornock
@newsroom.byu.edu
et Staff Writer

BYU Theater and Media epartment will host a pre- orum by playwright Toby r at 6 p.m. Friday.

Armour is the playwright premiering play "Voices Black Canyon: A Hoover aleidoscope."

play focuses on the stories nen and their families who oover Dam in 1931 during eat Depression.

ur will speak about the nd the stories behind the of the play.

ur won the BYU Lewis iting Contest for Women oices from Black Canyon" . This is her first play per- at BYU.

ur earned her bachelor's in history from Barnard e in New York City and her 's and doctorate in history Brandeis University in m, Mass.

ur has authored 13 plays o publications. She has d as a solo-dance per- in the United States, , France, the Netherlands United Kingdom.

ur has won grants and fel- ps including the National ment for the Arts in 1972. l theaters in the United and abroad have featured ys.

lso worked as the artistic r for the New England ur from 1972 to 1981.

es from Black Canyon" May 17 through June 3 at m. in the de Jong Concert FAC. Tickets are $10 ($2 BYU or student ID).

File Photo

ROTC cadets drop for pushups at last year's ROTC basic camp. Many participants in the camp receive scholarships along with their training.

Camp offers training, scholarships

By Karen Burmester
burmester@newsroom.byu.edu
NewsNet Staff Writer

Students from BYU will attend ROTC basic camp June 10 and discover if they are cut out for life in the army.

Before any final commitments are made, civilians can attend basic camp and experience army life.

"Basic camp is for those who have not been through basic training and have had little or no army experience," Maj. Thomas Willmuth said.

Fort Knox, Ky., is the home of basic camp. It is five weeks of leadership, intellectual and physical training. Cadets who graduate from basic camp often walk away with scholarships.

"Ninety percent of people who get scholarships earn them at basic camp," Willmuth said.

ROTC is a four-year program at BYU, but if a student decides to join ROTC as a junior, basic camp compensates for those two years.

Shane Mobly, 23, from Cookeville, Tenn., majoring in management information systems, is attending basic camp this June. He has already been in the ROTC for two years and technically does not need to attend basic camp.

"I'm going because I feel that I don't have as much knowledge of the military as some of the other cadets, and I'm also going for the scholarship," Mobly said.

Peter Madsen, 25, from Orem, majoring in history, attended basic camp last summer.

Madsen said he wasn't sure if the army was for him, but thought basic camp would be the way to find out.

"The best part was when it was over and I graduated from the camp. I walked away with a two-year scholarship — it was very rewarding. It was all worth it," Madsen said.

Major Willmuth said on average about nine out of 10 cadets from BYU graduate from basic camp. The reasons people don't graduate vary.

"Some get hurt or have family emergencies, for some it's too hard and they walk out," Willmuth said. "Most leave on their own, but a few get kicked out, typically for being negligent or unsafe."

"You are not required to stay. They challenge you so they can see who really wants to be there," Madsen said. "They push you and you have to reach deep down inside you and find something more — something that you didn't know was there before."

Stephen Judd, 23, from Orlando, Fla., majoring in animal science, also attended basic camp last summer.

"I can't say that I enjoyed every minute of it, but I enjoy the pressure of it. I liked the challenge that it presented to me. It wasn't overwhelming, but it stretched me," Judd said.

U.S. financial progam nabs top BYU student

By Eliza Moody
eliza@newsroom.byu.edu
NewsNet Staff Writer

A BYU student was selected as one of six to participate in a one year fellowship program with the Financial Accounting Standards Board beginning Jan. 1.

Vadim Ovchinnikov

Vadim Ovchinnikov, a second-year master of accountancy student from Russia, said he is pleased to work with the board.

"It is an excellent opportunity," Ovchinnikov said. "You cannot reach any higher if you are in the accounting profession."

The Financial Accounting Standards Board is the organization that provides the nation's accounting standards.

"They are the primary rule-making body that corporations follow to prepare financial reports," said W. Steve Albrecht, associate dean of the Marriott School.

The board selects students each year from accounting programs throughout the nation to participate in the fellowship program.

To be selected as a participant in the program is not an easy task.

"Students selected are some o the best accounting students in the nation," Albrecht said. "The top 20 or 25 accounting schools submit nominees. Only six are selected."

Ovchinnikov was selected because of his excellent achievements and attributes, Albrecht said.

"Vadim is an outstanding young man with an outstanding academic record. The FASB only selects the very best and brightest," said Robert Gardner, associate director of the School of Accountancy and Information Systems.

Ovchinnikov will be a part of a research and technical activities team for the fellowship.

Ovchinnikov attributes his appointment to hard work and the superior level of education offered at BYU.

"The accounting program helped me gain wide exposure to accounting rules and practices," he said.

Ovchinnikov is the fourth student from BYU to participate in the program.

"It is rare for the FASB to go back to the same school twice, but they keep coming back to BYU," Albrecht said.

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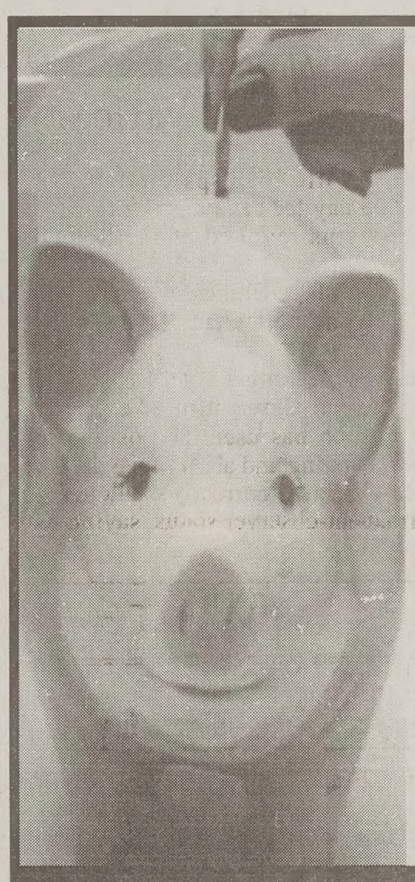
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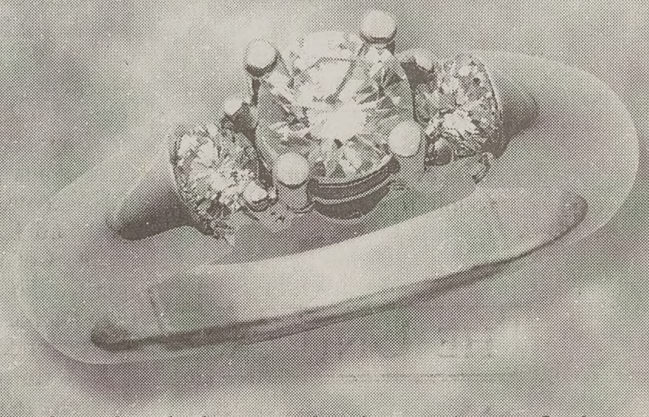

Finding the ideal mate is hard enough. But finding a diamond she'll love (without committing yourself to a life of poverty) seems nearly impossible.
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No vote, no voice

When students embark on the great adventure of college, they pass through the gates of childhood and on to a world of maturity. Part of this process is taking on various "adult" responsibilities. The responsibilities represent the rights of passage into adulthood and serve as tests for the young adults to measure their commitment to their newest role. One of the most fundamental responsibilities young adults take on is the right and obligation to vote.

For many people, the college years are when they are first introduced to the ideas of democracy and urged to voice their opinions and ideas through a vote. But as new residents in an area that many of students do not call home, some say this community is actually acting to silence the students' voice by discouraging college students to vote or even register to vote. Many local residents impede the process of democracy by dissuading students from registering, claiming that they are only temporary residents and have no claim on Provo. Whether a student stays in Provo for one year or a lifetime, they have the moral obligation to become involved in the politics of the city. If students want to see change or have the rights of the students respected, then they must vote.

In Provo, much of the city, especially the economy, is fueled by the student population. On every turn you find the influence of the students who live and work in the area. Students fill up the basements of the Tree Streets, the posh condominiums on the east side as well as much of south campus and the surrounding areas. Without the likes of the students, Provo would wither. With this in mind, it is imperative that students exercise their right to vote. Students have the ability to make Provo a better place for students as well as the nonstudent residents. However temporary it may be, Provo is home to about 30,000 students, too.

Take the recent Tree Streets initiatives, which are a perfect example why students need to be involved in local politics or we will reap the benefits of our complacency. Students should ask themselves that if they had voted on the future of the Tree Streets, do they really think that the students would have been driven from their homes and had their rights stripped away from them?

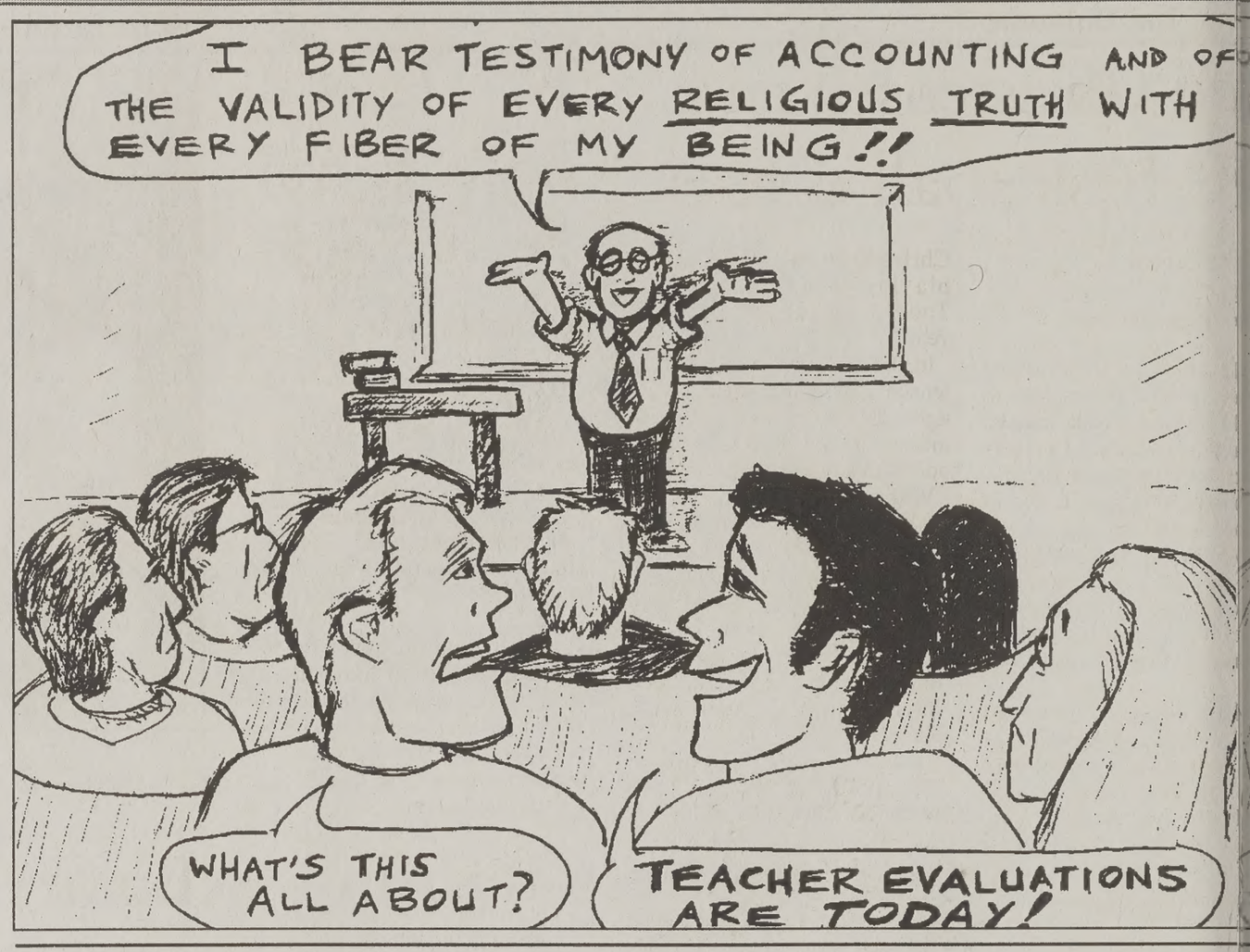
No!

It is only when students and residents together take responsibility and get involved that students become empowered citizens.

All across the country, college students are stepping up to the plate, and taking control of their futures. Even the less traditional and somewhat crass MTV has hit the road to rally the youth of America to make stand and vote. The rising generation is on the edge of becoming the new leaders of this country as well as the world. To be effective leaders, students must first become involved. It is now students' turn to turn the tide of America, to back the control.

It's time for students to vote.

This editorial is the opinion of The Daily Universe Editorial Board. Daily Universe opinions are not necessarily the opinions of BYU, its administrators or The Church of Jesus Christ of Latter-day Saints.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WHAT'S THIS ALL ABOUT?
TEACHER EVALUATIONS ARE TODAY!

FROM THE FIFTH FLOOR

Fight Club

Pete Thunell

NewsNet Managing Editor

As the Fight Club continues its inevitable "Lord of the Flies" spiral downward, I've been waiting for someone to speak up as a "Ralph," the voice of reason in "Lord of the Flies."

As unpopular as it is to be a Ralph these days, the one thing I can't do is sit back while people make The Church of Jesus Christ of Latter-day Saints look bad. So someone pass me the conch here, I've got a few things to say.

Let me preface my remarks by saying that I personally have no qualms with guys messing around with boxing gloves. If some guys mutually agree to beat on each other's heads and in turn have slurred speech and shaky hands in 20 years like Muhammad Ali, it's not against the law, and there's not much you can do to stop it.

I don't know the founders of the Fight Club, so I can't say what they had envisioned for this club. As far as I can see it, the only thing these guys were originally guilty of was smooth marketing.

The catchy name stolen from the ultra-violent, Gen-X-angst movie; the secret locations reminiscent of a floating craps game or Prohibition-era speakeasy; an activity that is shunned by society, yet has not been expressly forbidden in detail over the general conference pulpit — all of these factors make for naughty but don't-have-to-tell-the-bishop Provo excitement.

Mix in a little Web and e-mail marketing, and you have Provo's least-secretive dirty secret.

My first reaction to all of this was much like everyone else's -- to dismiss it as this year's stupid activity and not much else. This all changed for me last week when I saw the "Mormon Fight Club" segment on Extra!" (a national "news" – and I use the term loosely here – show).

How the Fight Club founders thought that this "Extra!" exclusive was going to be a good or positive thing is beyond me. Did they really believe that "Extra!" wouldn't try to play the church angle as much as possible?

The "Extra!" piece was, to any BYU student, laughable. With the fast editing, lame interviews, giggling girls at the fights and the over-the-top commentary, I couldn't help but shake my head.

Of course, I reacted this way because I have here and know better. At the same time, I realize that there are now a lot of people across the nation who, for the next year or so, are going to associate the LDS faith with guys reveling in beating each other.

Everyone who has served a mission knows the frustration involved when people won't let you in the door because they had seen other missionaries or members behaving badly.

It must be remembered that most people outside of Utah still view the LDS Church the same way we in Utah would view people like the Amish. The information we get is from rumors and what we've seen on TV.

Imagine if you read this headline in a paper: "Amish teens now popping ecstasy and violently moshing to barn-raising music." For the next while whenever you heard of the Amish, what would you think of? Of drugged-out teens with big hats and long, plain dresses flailing around. So it is with many who saw this Fight Club story.

People who sit in front of MTV all day are fond of saying that all publicity is good and there is no such thing as bad publicity. Please. If you're talking about Madonna or a dot-com business, this might be so, but we're talking about religion, something that most people take seriously.

Sure the gospel will go forth, but do we really need to give our detractors fuel? When returned missionaries look into the camera and bear testimony of how the Word of Wisdom is good for your body and how the restoration of the gospel brings joy and happiness and then in the next clip they're slamming their fist into the face of someone else, you have to wonder how these juxtaposed images play to the people watching across the nation.

Anyone who is a part of the LDS Church knows that a certain notoriety comes with being LDS. Any time a crime is committed that includes LDS perpetrators, you can be sure that the fact that they are members will be included in the story, and more often than not in the headline.

Some argue that this isn't fair and that the media singles out the LDS faith. I, on the other hand, think that it's perfectly fair. We, as a church, have raised ourselves to the public eye through our missionary efforts and collectively said, "Look at the happiness that can be attained through our faith."

We are doing exactly what we are told to do in the Bible, we're setting our light on a hill for all to see. Because of this, some people enjoy seeing us falter in our righteousness. That's par for the course for the LDS faith.

I think that I'm speaking on behalf of most BYU students and LDS Church members when I say, end the Fight Club. End it now because, frankly, it's embarrassing BYU and the LDS Church.

It doesn't matter how innocent you think the fighting is, or if you think that it's just some guys blowing off steam in boring old Provo. We've already learned that in the end, the news programs make sure that everyone, especially the church, comes away with a black eye.

BYU comes across as a pious place with a seamy underworld. A school that, when all is said and done, is just like all of the other frat-infested universities.

You would think that the Fight Club founders would have learned something after the "Extra!" debacle, but now it's being reported that they are shopping their story around to any news outlet that is willing to pony up the dough. Also, (this might surprise exactly three readers out there) come to find out they got a little monetary compensation for doing the "Extra!" thing, too.

As far as I can see it, it's time to own up. If you boil away the peripheral things, you're left with a classic Faustian morality tale. Fame and fortune or the less glamorous path of doing the right thing. It's that simple.

From this point on there are two things that can be done. On one hand the founders can make their money for that new woofer for their car stereo and squeeze their 15 minutes of fame for all they're worth by putting on bloody shows for the cameras. This gives the "news" the sensationalistic story that they crave and in turn embarrasses BYU and the LDS Church nationwide.

On the other hand they can stop the Fight Club, let it die, and fight each other in seclusion when their pugilistic urges arise. Over the next few weeks we'll all get to see which path they choose. There's still time to do the right thing.

Pete Thunell is a senior from Aurora, Colo., majoring in print journalism.

READERS' FORUM

Homosexual Scouts

Dear Editor,

The Church of Jesus Christ of Latter-day Saints' threat to withdraw its sponsorship of the Boy Scouts of America pending a possible Supreme Court ruling permitting homosexual men to serve as scout leaders is like using a shot gun to swat flies.

A Court ruling outlawing discriminatory practices in the Boy Scouts on the basis of sexual orientation may not infringe on the right of a sponsoring religious institution to select, from its own membership, scout leaders who are church members in good standing.

LDS scout leaders are selected and released by their individual ecclesiastical leaders. It is contrary to LDS Church doctrine and practice that an openly homosexual person may hold a church appointed office. Therefore, in scouting units sponsored by the LDS Church, any homosexual scout leader would necessarily be appointed to that post by his ecclesiastical leader, and could be released from that responsibility by the same leader at anytime for being unfit to serve in a church leadership position.

The LDS Church has affiliated itself with the Boy Scouts for most of the 20th century. Obtaining the rank of Eagle Scout has been the goal of generations of faithful young men. The likes of Boy Scouts of America founder Baden Powell, Neil Armstrong and John F. Kennedy have honored scouting through their heroic service.

Certainly the integrity of an 80 year relationship that has benefited thousands of boys is stronger than the threat of a homosexual leader infiltrating the church's scouting ranks.

Jon Selden
Provo

Changes ineffective

Dear Editor,

I have noticed the efforts of BYU in facilitating the quick graduation of its students. However, some of the changes are not as effective as the administration is hoping. Moving from 128 to 120 credits required for graduation was a good idea, but the new relaxing of graduation requirements poses two problems. I believe that this change will damage the academic credibility of the university, and that these changes are also ineffective at solving the actual problem.

The purpose of college is not to get in and get out. Quoting from the objectives page of BYU's Web site, one of the goals of BYU is to "advance truth and knowledge to enhance the education of students, enrich the quality of life and contribute to a resolution of world problems." (www.byu.edu/president/objectives.html)

I do not believe that this goal can be accomplished if the university allows its students to graduate with over 15 credits of D, or less than 40 hours of upper division credit. Many majors require fewer than 55 credits, and the university general education requirements can be completed in 40 hours, leaving 25 credits left before graduation. Does this mean students who have completed these majors can take 25 hours of 100 and 200 level courses and pass them all with a D? Such students would not be fulfilling the goals stated above; they would also tarnish the reputation of BYU.

When assessing the congestion on campus, BYU failed to notice which students are not graduating in four years. For the most part, they are not people who have finished one of the smaller majors (under 55 credits) and are just waiting while they take upper division hours (those targeted by the new policies). They are most likely students in the College of Engineering or College of Physical and Mathematical Sciences, and their majors have over 80 credit hours. If BYU wishes to aid the graduation for those who are here for more than four years, then they should address the correct population.

Samuel Payne
Emporia, Kan.

Readers' Forum letters policy

BYU NewsNet invites students, professors and BYU staff to write letters to the editor. Anonymous letters will not be printed. All letters must be typed and are not to exceed 300 words.

Name, home town and phone number must accompany all letters. All letters are subject to editing for length and clarity. Letters must be submitted in person at BYU NewsNet offices, 5538 WSC, sent by e-mail at letters@du2.byu.edu (no attachments) or faxed to 378-2959. Catherine Brown, opinion editor, can be reached at 378-2957.

Fight Club losers

Dear Editor,

I thought the NCMO thing was bad — you know, that BYU-student business that arranged non-committal make-out sessions for the socially deprived? Pathetic.

Now I read reports in all the major Utah papers about a few loser BYU and UVSC students wasting their testosterone on hitting each other. The boys involved are either:

a) bored
b) infantile
c) not very bright, or
d) all of the above

It's an embarrassment to me as a BYU alumnus to read reports about things like this. One would hope that BYU's admissions procedures screen out the deadweight that has obviously filtered into the school. I know that most students at BYU are more intent on a solid education and (in many cases) raising a family than a solid right hook and raising one's skewed self-esteem at the end of a boxing match. Still, it reflects poorly on the school to have juveniles parading their inanity about in the formation of fight clubs, NCMO businesses, or whatever.

At some point, the boys involved will use their testosterone for more productive means. In the meantime, will some female BYU students ask these guys out? They desperately need lives.

Matt Asay
Stanford, Calif.

Fight Club supported

Dear Editor,

I don't see how anyone going to BYU can be offended by the Provo Fight Club.

We go to a school that prides itself in its violent sports — anyone watch football lately? Remember how much everyone rallied around the wrestling team when it was shut down? It sounds pretty hypocritical to use religion to try to debunk a "fake" fight club when you go to BYU, which is owned by The Church of Jesus Christ of Latter-day Saints. BYU promotes its own organized 60,000 seat arena where people watch fight club.

Maybe BYU should start a gladiator team (we have our own coliseum, but do we sing the fight song when all our guys get killed, too?)

If Satan is the one behind the Fight Club, then he's just expanding business from BYU sports. Please, it's sad people are so incensed about a fake fight club to the point where a poor man's head crushed under a car doesn't compare. Goooooo Cougars!

Scott Hovey
Kailua, Hawaii

China and religi

Dear Editor,

I must protest at the article o day's Universe on Freedom of and Trade with China, because entirely accurate. Admittedly th of China do not enjoy the same freedoms as people in America ther do the people of Saudi A many other of the countries that on trade with. Nevertheless, d last visit to China I saw many both in urban and rural areas ple were allowed to freely prac religion under government supe

Second, the situation cited by created when missionaries of ot go into China on false pretense as tourists, to spread their religi gally. In China, a religion must by native mainland Chinese and the right to assemble by the gov just like all other social organiza

Third, the Chinese restriction gion must be understood in its context. Many Chinese rebelli started by religious or pseudo-o organizations, the most recent Taiping and Boxer Rebellion Christian missionaries in pre-In China were often heavy handed ocritical. For example, large-s sionary work, preaching the g peace, was started in China a Opium War, and made possib manipulations of the Treaty of which the missionary-translat With the current dishonesty of aries shown above, is it any w the Chinese government does come them? If these people c secretly and wish to buy pass which every Chinese citizen mu is it any wonder that the Chines ment arrests them?

Nathan Tolman
Ft. Worth, Texas

Moms to blam

Dear Editor,

Not only was the Million Mo advocating more gun control a could only muster 700,000 m points the finger at the wro Those who refuse to take respo for the problem, thinking that could wish it away by passi laws, take the easy way out and a scapegoat. Instead these mo look in the mirror and blame t for violence against children dren.

If moms stayed home with th dren instead of chasing a caree ond car or bigger home, the know what their children are and out of school. And if the administration, together with C lowered taxes or better yet, abol income tax, then moms who a to work to make ends meet, able to stay at home and care own children. Instead, they are cart their babies to day care where they are tended by strang

Is it any wonder we have a go of "lost youth" who think no murder? Baby boomer parents spend time with their children that is necessary to teach va principles to impressionable m Clinton and his gang of thiev prefer that every home be a tw home where children are r strangers and indoctrinated in ment schools.

In a recent survey of young No. 1 thing that children wan was to spend more time with t ents. And if you think more g will protect your children, con little tidbit — Washington, D.C. strictest gun control laws in th and the highest violent crime ra

Sarah Parker
Escondido, Calif.

odd Christensen ends YU basketball career

ic Frandsen
@newsroom.byu.edu
Net Sports Writer

ighly recruited prep players ue to pledge themselves to t BYU, the Cougars may be a few experienced players process, one as a transfer nother, rumor has it, due to ured back.

May 5, reserve basketball Todd Christensen nced he will transfer from to play his senior year at minster College in Salt Lake

all the colleges he could played for, Todd Chris- n chose Westminster se of his relation with Tommy Connor.

ach Connor is a good friend family," said Christensen. minster is a great academic ation and I knew I would an opportunity to play bas- ll there without having to year. Coach (Steve) Cleve- as not real positive with

nor played basketball with s older brother at the Uni- y of Utah and recruited out of high school to come the U.

stensen will have an oppor- to contribute to the Griffins stminster College. West- er is a member of the al Association of Intercol- Athletics and has recently t back its basketball pro- after being absent from the or 20 years.

6-foot-1 Christensen made n-leading 42 percent of his point attempts this year serving primarily as a to junior Terrell Lyday. 33 games Christensen in this year, he started in of them, averaging 5.6 in 17 minutes per game.

stensen's decision has been n the making. "This is ing I have been thinking all season," Christensen And the decision actually ave been made earlier." ue to personal issues and t that there has been a Christensen family tradition of playing basketball for BYU, Todd decided stay on another year.

In the 1998-1999 season Christensen started more games, averaged more minutes, grabbed more rebounds and scored more points than he did this season.

With one of the best recruiting classes to ever sign with the Cougars, reserve players like Christensen may be facing even less playing time.

When asked whether he felt threatened by new recruits, transfers and returning missionaries, Christensen said it made no difference to him.

"I have already been thinking about it so I didn't feel threatened. But Coach Cleveland flat out told me the new players would get their chance to play," Christensen said.

Cleveland commented on why Christensen may have decided to leave.

"I sincerely appreciate Todd's contribution to the program the past two years," Cleveland said. "But it was very obvious that Todd wanted a different role than he had in our program. I support Todd and wish him the very best at Westminster."

In a related story, the Salt Lake Tribune reported May 6 Christensen's decision to transfer to Westminster College. In that article, Tribune reporter Phil Miller reported Christensen's teammate and former mission companion David Nielsen may also leave the BYU basketball team due to a lingering back injury.

The Tribune article made it sound as if Nielsen's decision was almost certain and would be made official by month's end.

Both Nielsen and Cleveland declined to comment on the recent article.

Christensen wouldn't comment on what Nielsen may be deciding, but he did acknowledge that Nielsen was in the same situation as he was.

"I'd love him to play with me at Westminster. But my transferring has had no affect on his decisions."

BYU baseball hopes to win big in Vegas

By Rhett Glauser
rhett@newsroom.byu.edu
NewsNet Sports Writer

BYU baseball is riding a wave of momentum provided by a big win against first-place New Mexico and individual conference honors as the Cougars head into the inaugural Mountain West Conference Tournament at UNLV.

With Cougar pitcher Nate Fernley's win on Saturday, the Cougars clinched the third seed in front of a crowd of 1,103, the Cougars largest home crowd this season.

Saturday's game "was important for us to be able to get some stamina going into the tournament," said BYU right fielder Matt Carson.

Carson is the hottest hitter in the Mountain West Conference. The freshman leads the league in batting average (.450), slugging percentage (.780), and on-base percentage (.541).

Carson gathered praise from the league's head coaches after they named him the Mountain West Conference Freshman of the Year.

Cougar pitcher Nate Fernley also earned an individual award this week, hurling his way to MWC Pitcher of the Week.

Fernley, a junior, won his first weekly conference award pitching a no-hitter into the fifth inning in Saturday's game against New Mexico, eventually notching the 4-1 win after allowing only five hits, one unearned run, no walks, and throwing seven strikeouts.

"We have a lot of good, young players who will form the nucleus for our future," said Cougar Head Coach Vance Law.

The Cougars will face familiar rival and fourth seed Utah today at 4 p.m. MST.

BYU took four out of six games from the Utes this season.

Cougar catcher and designated hitter Michael Davies has a current hitting streak of 11 games while Carson has a six-game hitting streak.

Javelin thrower Amy Curtis makes her way down the runway for her throw during Saturday's home meet. MWC Track and Field Championships start today at BYU.

Chris Parkinson/ Universe

BYU track teams hope for best at the first MWC championships

By Ashley M. Graff and Adrianne Nash
NewsNet Sports Writers

The weather for the coming weekend looks optimistic, and so does the forecast of dominance for BYU's track teams throughout the Mountain West Conference championship.

With predictions of cold and rain, weather may be a factor in performance Wednesday. But spectators can expect to see clearing and warming, along with big wins and qualifying times for the rest of the week.

BYU will have home advantage in the first-ever MWC Outdoor Track and Field Championships.

The championships will begin on Wednesday and conclude Saturday at the BYU outdoor track in Provo.

In all, 28 BYU men will compete in the various events.

Men's track head coach Willard Hirschi said this will be the last chance for all track athletes to qualify for the NCAA championship tournament.

Six members of the women's track team have automatically qualified for spots in the NCAA. Fourteen others have NCAA provisional qualifying times.

"You either qualify, or it's all over," Hirschi said.

One group of hopefuls is the men's 4x100m relay team, who recorded their best time of 39.95 seconds at the UTSCA Tri-Meet May 6, but who have not yet qualified for the NCAAs.

Thobias Akwenye, a sprinter who runs the first leg for the relay team, says his team's chances will be best under ideal conditions.

"The handoffs were sloppy last time," Akwenye said, referring to the team's mistake between the second and third legs, at which point the runners almost dropped the baton.

"Otherwise," Akwenye added, "The pressure would be off us right now. It's all mental."

Other athletes hoping to qualify include Marc Chenn in the high jump and Curtis Pugsley in the decathlon.

Pugsley is currently ranked first in the decathlon for the conference and 18th in the nation.

"I think Pugsley can move up a long ways," said assistant coach Mark Robison. "He scored a provisional NCAA mark, but he's right on the bubble."

Also competing at the meet will be sprinter Kenneth Andam and shot putter Jim Roberts, who have both qualified for trips to the NCAA tournament.

"The person who's mentally ready will win his race, and I know that I'm mentally ready," Andam said.

Both Hirschi and Robison feel good about their team's chances of winning the championship.

"We're a good team who's capable of great things," Hirschi said. "The last couple of meets we looked very, very good. ... We just want to maintain that level, and I'm confident that we will."

Women's head coach Craig-Poole expects Milena Alver, in the intermediate hurdles and Sara Higham in the pole vault to be competitive for qualifying times.

In the Modesto Relays Saturday, Becky Jackson vaulted 12-10 1/4 inches, surpassing her previous personal best of 12-9 1/2 inches.

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PAINTERS NEEDED Throughout Utah. Hundreds of positions available, no experience needed. Work with friends in your home town. Call 1-888-277-9787.

LIFEGUARD
Summer PT position for certified Lifeguard to work Tues, Thurs, Sat and Sun afternoons. Will be responsible for pool safety and maintenance. Apply in person to:
Provo Canyon School
4501 N. University Ave, Provo UT. EOE

300-Help Wanted

PT ELEMENTARY & SECONDARY School Teachers to teach classes of 5-8 level. Classes taught in neighborhood homes 4 days/wk (M-Th) 10am-2pm. Looking for experience, creativity, sense of humor, and a firm foundation in the gospel of Jesus Christ. Affiliated w/ Zion Institute and schools for Children. Wage DOE. Call Kevin at 221-1622.

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Adventure tours, great pay, local.
Guide, tour development. Send resume to
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We're swamped and need help! Seek several motivated people to train.
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Fast growing, Inc. 500 Company looking for highly motivated sales people to sell Home Security or Pest Control inselect locations across the country. Average 1999 summer earnings —$15,304!

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Looking for motivated students to help with expansion. Positive attitudes a plus.
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RETURN SISTER MISSIONARIES
I want to talk to your about your missions. The good, the bad, & the companions. If you served a mission, know someone who did call Diane 492-3420.

MOTHERS, OTHERS. Lose lbs. Work from home around your schedule. PT/FT. $500-$8000/mo. Call 319-0288.

WORKING WITH Elderly in a home-like atmosphere. 8-10 people. Weekend shifts available. Call Randy 367-3669

PT HANDY MAN- minor repairs and landscaping, flex hrs Call Bill at 361-4013

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GRAPHIC DESIGN/ Marketing Specialist needed for growing Provo based medical center. PT, flexible hours. Please send resume to PCHC, PO Box 1001, Provo UT 84603-1001

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CORPORATE SERF or business mogul- you decide. Developing dot com needs students with drive, motivation & talent who want to combine their educational experience with business opportunity .
If you have education/experience in legal, graphic design, web development, business planning, marketing or administrative support, then we need you. Contact lbateman@spire.com for info.

ASSISTANT NEEDED work from home. 5-10 hrs/wk. $7/hr. Call Lou 636-1994

MEDICAL BILLING SPECIALIST needed for Provo based Medical Center. FT w/ excell benefits, fax resume to Angela 374-0534 or email angela@mountianlands.org

GRAPHIC ARTIST/DESIGNER
Full-time Graphic Artist/Designer position now open for qualified and experienced individual. Must know Photoshop, Illustrator and Quark in a Macintosh production setting. Good writing, communication and project management skills are required. Internet experience helpful. Competitive salary, good benefits and pleasant work environment. Visit www.azurebay.com Email resume to H-R@azurebay.com or fax to 801-221-0326.

STILL NEED an ideal summer job? Good $, flexible sched., fun environ. Call center. No sales. Call Chad 373-7735.

300-Help Wanted

RETURN MISSIONARIES
I'm looking for inspirational and miraculous mission stories. If you have a miraculous mission story or know someone who did call Diane at 492-3420.

OPENING FOR PT employment, mornings or afternoon. Flexible on time and days. Phone Martin 812-2553 Pearson Tire Wholesale.

PT HELP- Rental Store, flex hrs. Call Mike 373-0615

WANTED EXPERIENCED TELEMARKETERS Call from your home or apartment. $8/hr + bonus. Set appointments, **NO** selling. Must be self motivated, married only. Call **225-0332.**

WSI'S/ LIFEGUARDS WANTED-Apply ASAP at Provo Personnel Office, 351 W. Center St. Provo City hiring Summer swim instuctors/lifeguards. EOE/AA.

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84097. 226-1524 www.wirthlin.com

THE CITY of PROVO seeks candidates for PT (20 hr) Professional Librarian. Position responsible for reference services and collection development in the Adult Services Dept. Wage $12.64/hr. Bachelor's Degree req'd. Complete job description, requirements and Provo City application avail from Provo City Human Resources, 351 W Center, Provo, UT 84601 or online: www.provo.org/hr Position closes May 19th at 5 pm. EOE/AA

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Requirements: Native English speaker
* Major in language,
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* Knowledge of Mandarin, Cantonese
* Computer based training experience
Offer 1 yr contract. Attractive salary!
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LOCAL INTERNET CO. seeks account rep.. $8/hr, up to $100/wk in bonuses. FT. Good communication. skills a must; some computer exper. needed, possible stock ownership available. Call Jeff 471-8888.

PREMIER MODEL & TALENT MGMT Utah's fastest growing agency is seeking models/actors for local & nat'l work in print/runway/film. Huge income & travel potential. Call Now & be discovered! **(801) 274-3377.**

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Call **373–2600** for more information.

ASST CASE TRACKER: $6.75/hr. 15 hrs/wk. must own car, 21+yrs, type/comp skills, flex hrs. Call Kenzie at YRI for appointment 221-0267.

INTERNET COMPANY uSight.com, seeking salesman to help sell a new web project. Phone & B2B sales available. Comp range $15-$30/hr. Brandt @ 356-3131

IF YOU LOVE GOOD FOOD, & enjoy working with people, you'll love working here! La Farina Bakery & Cafe is looking for counter help 11am-3pm and 4pm-9:30pm. Closed Sunday. Up to $8/hr DOE, 812-2200.

NOW HIRING MANAGER TRAINEE Fast food restaurant. Mall location Bonuses avail, **ALSO HIRING;** counter help and pizza maker for interview apt call James 801-224-4844

YARD HELP needed. $5.50/hr. Gardening exp. preferred. Flexible hrs. 373-5263

YARD WORK Must have gardening exp. & knowledge. 6 hrs/wk. $8/hr. 224-7447 *2

PT MALE Aide 6:30am -7:45 am, M-F, w/ poss for more hrs. holidays off Must be 18 yrs +. $8/hr Grandview area, 374-2510

DATA ANALYST -Process surveys. Long term required.$10/hr, 20 hrs/wk. 374-6232

300-Help Wanted

ASSISTANT APT Maintenance Mgr in Provo/Orem, 20-40 hrs/wk. Start 4/28, $7.50/hr. Fax resume/intro letter 221-7707

LOOKING FOR summer employment? Terminix International had the perfect opportunity for you!! We are looking for energetic, motivated people to sell door to door Tuesday through Saturday. We are provide all training and sales literature. Make $10.00.hr plus commission (paid weekly) Potentially $3000. to $4500.00 per month. For more information call 1-800-953-4925. Ask for Doug or Mike.

DOCUMENT PROCESSOR- FT position avail for hard working indiv able to handle multiple tasks. Must have working knowidg of HTML, exper in mortgage, title & escrow a plus. $8-$10/hr. Call Gwen 226-1202, ext 2050. **hrs@escrowdata.com**

FREE RENT and utilities for a couple to live in and help care for an elderly person. Rm & board + monthly allowance. Call 373-1841 ask for Carl or Jennifer.

APARTMENT OFFICE MANAGER Bountiful Court Apts, 36 units. $7.50/hr 15-20 hrs/wk. Must live on site in 2 bdrm Apt. Start ASAP, 2 yr commitment needed. Fax resume and "why hire me " letter to 221-7707

SELL VACATIONS & AIR- Up to $1000/Sale! Email: jared@cultureshock-travel.com. Mention ad by July 1 and wave $150 set up fee!

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PERSONAL CARE attendants and live readers for BYU co-ed living close to campus. Summer term. No experience necessary. $7/hr. Call 208-336-3293.

TELEMARKETING. Mortgage Call Center. FT/PT. Earn up to $14/hr. Opport. for advancement. Close to BYU. Flex. schedule. Benefits and 401K. Brittney 370-9797.

LOS HERMANOS is now hiring kitchen staff for Lindon location. $6/hr.Those with kitchen experience receive higher starting wage. Bilingual Spanish/English $6.50/hr. Both day and night shifts avail. Please apply in person @ 16 W Center St, Provo.

EXPER. SPRINKLER Foreman needed FT. Must be able to wrk alone, wages negoDOE. Frederico Landscaping 226-8100

COOKS WANTED - Great Steak Co. day & night avail. Starting $7.50. Exper preferred, not nec. Call Terry 489-1119.

UNLOADER SUPERVISOR needed to supervise crew & assist in unloading insulation from semi-trailers. PT. 3pm-6pm T-W-F. Starts @ $8/hr. Apply in Person @ Hanson Ali Seasons Insulation, 175 S Geneva Rd, Lindon 785-4800.

PT ELEMENTARY & SECONDARY school teachers to teach classes of approx. 8 students Sept-May. Classes taught in neighborhood homes M-Th 10am-2pm. Experience pref'd, also creativity sense of humor & foundation in the gospel of Jesus Christ. Wage DOE. Call Kevin or Linda 221-1622 or 221-0040 w/ message.

PUBLISHING COMPANY looking for customer service reps. PT. Morning or afternoon. Fax resume to 801-426-4564.

INTERNET JUNKIES
Fast paced Internet based company looking for self motivated individuals.
No exper. nec. Contact Rob @ 644-5414.

RESPONSIBLE, DEDICATED Sales Person needed to help with fast growing Internet Business PT hrs, grt potential. Call Cameron 755-9092 lv msg.

Secretary/ Receptionist- 25 hrs/wk, good phone and people skills req'd. Computer and collection exp. helpful. Call Kari @ 226-3610

HOUSEKEEPER NEEDED -We have a toddler & twin babies & need help. 8 hours wk, $8/hr. Call Bonnie 763-7531 Am Fork.

MODELS NEEDED- no exp necessary $25/hr Call Jenny @ 224-6886

MEDICAL ASSIST needed for Provo based medical center, bilingual, spanish speaking, FT with excellent benefits fax Resume to Angela 374-0534 or email angela@mountainlands.org

Did you know your ad is on our website?
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YOUNG COUPLE with no children to live with elderly woman in her home in Springville. Free rent. For details, call Lorraine 208-356-9066.

MOTHER'S HELPER- 1, 14 mo. boy. 1 day or 2 half day/week. Transportation needed in Sandy. Need year round commitment. $8/hr. 523-1281 for more info.

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SUMMER JOB for energetic, fun loving, optimistic, hard-working, male over 21-30, for activities counselor at Clear Creek Family Ranch. Family reunions east of Zion, Dixie. Call 435-648-2300

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Salary: $15,000 US for FT. 1 year commitment or nego for May-August '00 interns. Benefits: Round-trip airfare, room/board, meals, visa costs. Req: College interns or degree, US citizen. Teach 4-16 yr olds. For info email hitaylor@pavo.seed.net.tw

SUMMER EMPLOYMENT Flexible schedule. Childcare-10 year old boy in Sandy. Car needed. Contact Michael @ 949-7531

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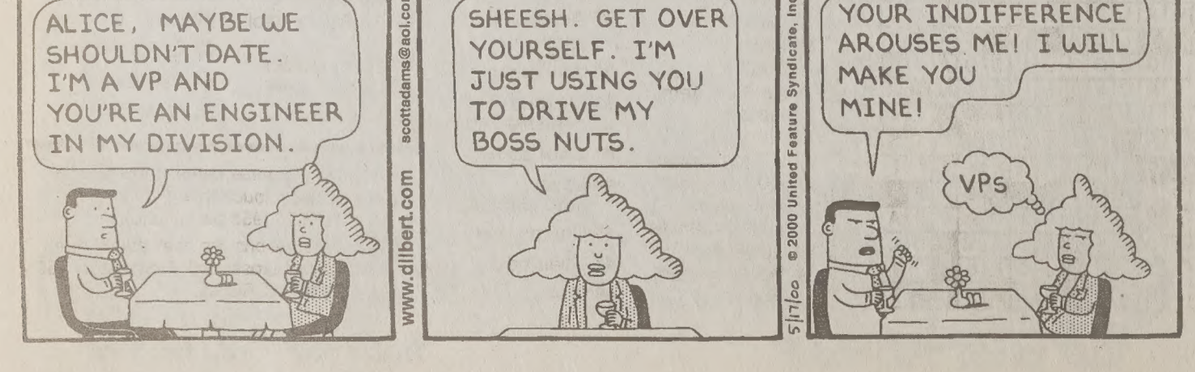
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Census goes to prison; takes survey

Associated Press

SALT LAKE CITY - When Robert Comfort started his job as a census taker, he was given notebooks, census forms, pencils and a pair of rubber gloves.

The gloves were issued last month, when Comfort led a crew of about 30 other U.S. Census workers into the Utah State Prison to deliver forms to the nearly 3,500 inmates inside and then pick them up again.

"We were forewarned (by corrections officers) that some of the envelopes might contain surprises, so we put on the rubber gloves," Comfort said. "We just wanted to be safe."

Along with counting people living in homes and apartments, the U.S. Census surveys residents of what it calls "special places" — homeless shelters, nursing homes, jails and prisons.

Census takers could just ask administrators for the numbers, but prefer personal interviews with residents to ensure accuracy.

As a crew chief for the special-places operation, Comfort covered the state prison in Draper. Prison guards feared some prisoners might smear excrement, blood or something else on their forms, but the documents came back clean and mostly complete.

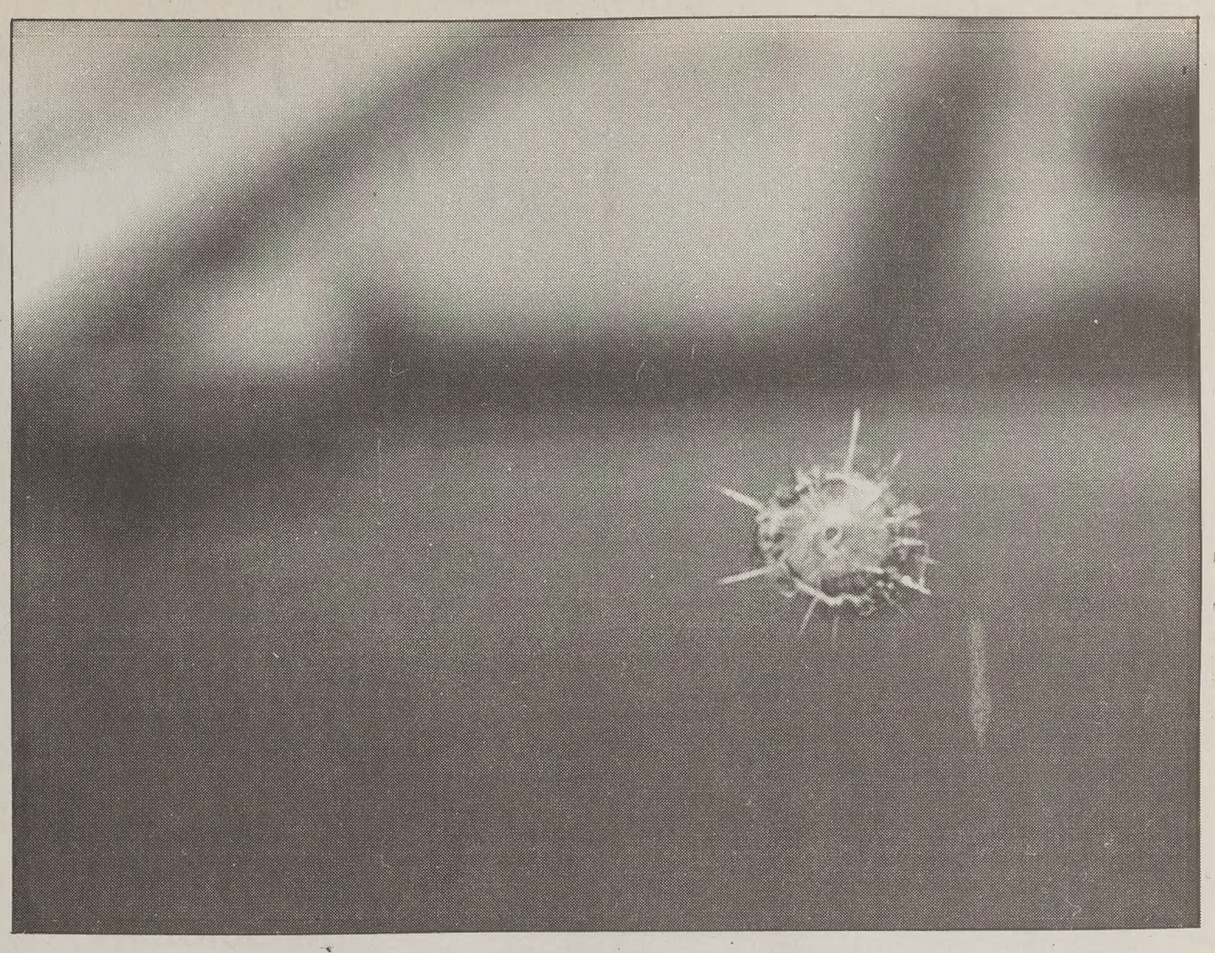
One out of six prisoners had to fill out the long-form version of the census questionnaire, which is also distributed to one residence in six.

But while the 30-page long form sent to private homes asked questions about numbers of bedrooms and bathrooms, the six-page special-places form broaches more relevant topics, such as, "Did you live in (his) institution five years ago?"

Enumerators completed the special-places census earlier this month.

"Accuracy is the bottom line," said Pace Snyder, a Census Bureau supervisor in Salt Lake City. "The census is in the business of counting residents, and even (prison inmates) are residents of Salt Lake County."

The numbers gathered by the census are used to allocate more than $100 billion of federal and state money and help determine where to build new hospitals, schools, libraries — and prisons.



Ryan Bouche/Universe

This is just one of the dozen bullet holes in the windows at Ken Garff in Provo. Many stores in the valley were vandalized Monday for the second time in two weeks.

Unknown vandals pelt shops

By Amy Smith
smith@newsroom.byu.edu
NewsNet Staff Writer

Police do not have any suspects for the pellet-gun vandals that struck at least four Utah County businesses early Monday morning.

Between 1:30 a.m. and 3 a.m. Monday, an unidentified number of businesses in southeast Provo and four businesses in American Fork received pellets through their front windows, said Lt. Andrew Hale, of the American Fork Police Department.

This is the second time in May vandals have targeted businesses in Provo.

Police have not found any relationship between today's vandalism and the previous incidences because there are not any suspects in custody.

In American Fork, the vandals traveled down Main Street and shot pellets through the windows of four businesses and at least four car windows, Lt. Hale said.

Six Star Factory Outlet, All Star VCR and Christensen's Department Store were a few of the business hit in American Fork.

At Christensen's Department Store, two windows were damaged. One window collapsed after it was struck by a pellet gun; while another window remained standing, but with two pellet holes in it, said Jim Clinton, owner.

Clinton said the department store's insurance company will cover the $1,200 cost of replacing the two windows.

"Windows are very vulnerable," he said.

In the past eight years, Christensen's Department Store has had to replace windows three times because of vandalism.

Chad Jackson, owner of All Star VCR, estimated $700 in damages.

Statistics: Bike helmets save lives

Safety Administration stresses importance of wearing helmets

By Fiona Ricker
fiona@newsroom.byu.edu
NewsNet Staff Writer

> **"Among BYU students there's kind of a mixed attitude as far as helmets go. Lots of guys wear them if they're off-roading but won't on city streets."**
>
> — Reed Adams, Adams Schwinn

Statistics from the National Highway Traffic Safety Administration show that helmets lessen the severity of head injuries in bicycle crashes by 85 to 88 percent.

According to the Administration, wearing a helmet is the single most effective countermeasure to serious injury or death in the event of a crash, but the national average for helmet use is 20 to 25 percent.

"Helmet use prevents such a huge percentage of fatal injuries," said Reed Adams, owner and manager of Adams Schwinn in Orem.

"Among BYU students, there's kind of a mixed attitude as far as helmets go. Lots of guys wear them if they're off-roading, but won't on city streets," Adams said.

It is important to wear a helmet even if you are just riding around town, said Cody Calderwood, 21, a mechanical engineering major from Sandy.

"It's the same thing with a car, you don't really want to get into a car without a seatbelt, because accidents can happen," Calderwood said.

Aaron Moulton, 25, an industrial design major from Citrus Heights, Calif., is an employee of Outdoors Unlimited and an avid cyclist. He said there are precautions to keep in mind when biking:

*Make sure the bike is tuned properly — especially the brakes.

*Do not use running shoes with toe straps because they're easy to get into but are difficult to slide out of. Running shoes are also too flexible for biking — hiking books work better because of their stiffness.

*Be familiar with the bike, and use lights when it is dark.

Obeying traffic laws is not enough, Moulton said.

"You have to ride your bike defensively. Most drivers don't assume there's a bike there, so they drive like there isn't," he said. "Always assume that you are not seen and look where the driver is looking."

Torch's space odyssey to launch Olympic spirit

By Marilyn Lau
marilyn@newsroom.byu.edu
NewsNet Staff Writer

The Olympic torch will take flight with the crew of the Atlantis Space Shuttle on Thursday.

The Atlantis crew is taking the Sydney 2000 Olympic torch and Olympic flag to the International Space Station to honor the international spirit of the Olympic games.

Australian-born NASA astronaut Andy Thomas gave the torch to the shuttle crew on behalf of the Sydney Organizing Committee for the Olympic Games. He conceived the idea of taking the torch into space.

The seven-member crew was pleased to take the torch into space as a symbol of the international nature of the Olympic Games, said Mission Commander Jim Halsell.

The torch's flight will mark the passing of the Olympic flame by the Hellenic Olympic Committee in Greece to Sydney Olympic officials on Saturday. Also, it starts the Torch Relay in Oceania and Guam, according to the official Web site of the Sydney 2000 Olympic Games, www.olympics.com/eng.

Having the Olympic torch in space orbiting the countries of the world while athletes prepare to participate in the Sydney 2000 Summer Games is a cause for celebration, said Sandy Hollway, the chief executive of the Sydney Organizing Committee for the Olympic Games.

It will be the longest and largest torch relay in Olympic history.

A packaging strategy was created to protect the torch against damage that might occur during take off. The torch was modified to enable it to be dismantled for space travel, according to the Sydney Olympic's Web site.

Orem faces road construction

By Melinda Fitzgerald
fitzgerald@newsroom.byu.edu
NewsNet Staff Writer

Drivers will have more construction to avoid this summer.

Orem Center Street is scheduled for reconstruction in three phases from July 15 to Nov. 1.

The construction is operating on an optimistic schedule, said Richard Manning, Orem's director of public works.

This schedule is a change from the original schedule of June 1 through September.

Difficulties with homeowners on 400 East and 800 East are the cause of the delay.

Phase one includes closures for all through traffic July 15 to Aug. 21 from 400 East to 800 East and 400 West to 800 West.

Alternate routes will have to be used during this phase.

Partial closures from 400 East to State Street and 400 West to State Street from Aug. 21 to Oct. 1 make up phase two of construction.

Phase three will include partial closures along the remainder of Center Street.

The project cost is estimated to be $3 million and will be paid for by Orem City and the federal government.

The city will pay $600,000, and the government will pay $2.4 million.

This is an increase from original projected costs of $2.5 million because of design changes and an increase in the cost of oil used in the asphalt, Manning said.

Center St. closures

July 15-Aug. 21

400 E.-800 E.
400 W.-800 W.

Aug. 21-Oct. 1

400 E.-State St.
400 W.-State St.

Source: Orem City

Graphic by Craig Fisk

> **"Despair ruins some, presumption many."**
>
> — Benjamin Franklin

Crossword

Edited by Will Shortz

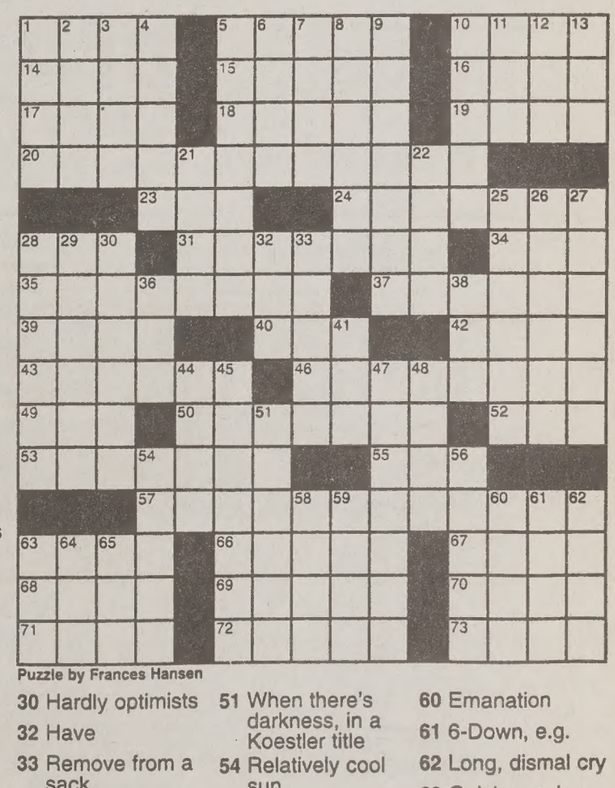
No. 0405

ACROSS

1 Nurse's item
5 Some change
10 "The Far Pavilions" author M. M. ___
14 Worrying words from a driver
15 Campaign stop, e.g.
16 "Shoo!"
17 St. Bernard sound
18 "Cheers" barmaid
19 Little dog, for short
20 1936 film starring 57-Across
23 Row
24 1934 film starring 57-Across
28 Compass line
31 Treated with contempt
34 Fam. member
35 1938 film starring 57-Across
37 Actress Dee
39 Target of some creams
40 Lakers' org.
42 Road shoulder
43 Many winter vacationers
46 1949 film starring 57-Across
49 Abbr. on a business letter
50 Tchotchke holder
52 NNW's opposite
53 1957 film starring 57-Across
55 Bub
57 Actor born April 5, 1900
63 Shake up
66 Ernest ___, winner of the first Pulitzer for fiction
67 Greek liqueur
68 Zone
69 Gallops
70 Stick in one's ___
71 Tough test, informally
72 Pass
73 Marx with a manifesto

DOWN

1 Farm females
2 Rider's command
3 In a few minutes
4 Like some shows
5 Actress Yvonne
6 "Terrible" one
7 Ford product, briefly
8 Sign up
9 Socks away
10 "Wham!"
11 Knock over
12 Gab
13 Electric ___
21 Air-filled item, maybe
22 Last part
25 Info for waiters
26 Kind of wheel
27 How some steak is served
28 Humiliated
29 "All-American" fellow
30 Hardly optimists
32 Have
33 Remove from a sack
36 "Understand?"
38 Measurements overseer: Abbr.
41 Drink suffix
44 Legal defendant: Abbr.
45 Church part
47 Chair part
48 Gist
51 When there's darkness, in a Koestler title
54 Relatively cool sun
56 Butter holder
58 Club of song
59 Utility abbr.
60 Emanation
61 6-Down, e.g.
62 Long, dismal cry
63 Quick punch
64 Vein pursuit
65 Flock's place



Puzzle by Frances Hansen

Answers to any three clues in this puzzle are available by touch-tone phone: 1-900-420-5656 (95¢ per minute).

Annual subscriptions are available for the best of Sunday crosswords from the last 50 years: 1-888-7-ACROSS.

ANSWER TO PREVIOUS PUZZLE

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S	N	E	A	D		A	L	E	S			T	E	D

City cemetery supervisor resigns

By Amy Smith
smith@newsroom.byu.edu
NewsNet Staff Writer

Chris Parkinson/Universe

Ray Garrett, city sexton for the American Fork Cemetery, will retire after 18 years of work.

The American Fork City Cemetery will not be the same this Memorial Day.

In fact, it will never be the same after May 19.

Ray Garrett, the man who supervised the cemetery and kept the grounds at American Fork City Cemetery for 18 years, announced his resignation as city sexton in a letter read by Mayor Ted Barratt at the May 9 City Council meeting.

"As I look back over the past 20 years, I do not have any regrets of the choice that I made to work for American Fork City," Garrett said.

Garrett has accepted a position to help close friend Gary Young manage a large recreational park south of Santaquin, Utah County.

"After much prayer and deliberation, I have decided to accept this new position," Garrett said. "It's been the hardest decision I've made in my life."

Garrett never imagined that managing a 20-acre cemetery could affect his life so deeply.

But from the moment he started caring for thousands of gravesites in 1982, Garrett said he has developed an indescribable respect for those who finish their journey on earth and continue on to the next.

"I didn't realize that this type of work would have such an impact on my life," he said. "This cemetery is sacred ground. There are special people buried here."

Garrett said he will always be grateful for the opportunity he has had to "mourn with those that mourn and give comfort to those who stand in need of comfort."

"It's been the greatest experience in my life to work with friends who have lost love ones — to laugh with them and cry with them," Garrett said.

Since Garrett's arrival at the cemetery, he has added many features to the cemetery ground.

On April 11, 1998, Elder M. Russell Ballard of the Quorum of the Twelve Apostles dedicated a monument entitled "The Garden," which sits on the west side of the cemetery amidst flowers, trees and carefully placed rocks.

The monument reads, "Dedicated to Jesus Christ and those who have given their lives for him and to honor the sick and the afflicted."

Garrett added the monument to honor those who have suffered mental and physical diseases and have now passed on. He said "The Garden" helps ease the grief of living relatives.

"This garden is for people who have lost loved ones to come and ponder. That's part of the healing process," Garrett said.

Garrett's co-workers describe him as compassionate, caring and constantly willing to help anyone in need.

Shauna Thomas, a resident of American Fork whose son, brother and father have all been buried in the cemetery while Garrett worked as sexton, said Garrett eases the pain family and friends feel when a loved one dies.

In November of 1995, Thomas' 10-year-old son Austin died. She wanted to put a Christmas tree near his gravesite in December.

Garrett helped her set up a tree complete with lights on the hill next to Austin's gravesite to help wish him a merry Christmas..

The second year, the Thomas family was out of town in the beginning of December. Before they returned, Garrett bought a tree and put it next to Austin's gravesite, Thomas said.

"He's one of the most compassionate men that I know," she said. "I feel comfortable having my son, brother and dad there, because I know Ray is watching over them and taking care of them."

Thomas said that when Garrett handed her a copy of his letter of resignation, she started to cry. "He's like a brother to me," she said.

"Ray cares about people," said Pam Hunsaker, American Fork city treasurer/personnel. "People who come in to the city hall to pay for gravesites say that he makes them feel good."

When Hunsaker's 4-year-old nephew passed away, her father shoveled snow from the walkway that led directly to his grandson's gravesite. After her father died six years ago, Hunsaker said that Garret continued the ritual.

"That walkway still gets shoveled," she said. "He sees someone with a need, and he fulfills it."

"It's hard to see him go because he's our tie to our loved ones. No one can fill his shoes," Hunsaker said.

"Someone might be able to do the physical work of caring for the cemetery, but no one will be as compassionate as Ray is," she said.

Troop withdrawa may threaten pea

Associated Press

WASHINGTON — If the Senate succeeds in imposing a deadline for the withdrawal of American peacekeeping troops from Kosovo, the NATO allies probably would follow suit and the viability of the Atlantic alliance would be called into question, Defense Secretary William Cohen said Tuesday.

"If the United States were to mandate an artificial deadline for our departure, then I suspect that other members of NATO will do the same and that you will see the return to the kind of conflict we witnessed last year," Cohen said, referring to NATO's 78-day bombing campaign over Kosovo. "I think it would call into question NATO's viability under these circumstances."

Cohen made the remarks in response to questions at a news conference on military childcare reforms.

On Monday the Pentagon released copies of a letter in which Cohen said he would recommend that President Clinton veto a $4.7 billion package of emergency defense funds in its present form because it would require Congress' consent to keep U.S. troops in Kosovo.

Sen. Robert Byrd, D-W.Va., an author of the bipartisan provision, called the threat a "scare tactic that can easily backfire" because the White House wants Congress to approve billions in emergency spending for Kosovo and other programs in that and other bills.

In his remarks today, Cohen said Clinton had not indicated to him whether he would veto the legislation.

"I do know that there is strong opposition in the White House, but I haven't had a chance to speak directly with the president," he said.

A showdown seems likely this week as the Senate debates an $8.6 billion measure financing military construction in the coming fiscal year. The bill also carries $4.7 billion for U. tions in Kosovo, anti-dr in Colombia and other programs that lawmak labeled an emergency.

The bill has language and Senate Armed Committee Chairma Warner, R-Va., requiring next president begin wit U.S. troops from the b Yugoslav region by July unless Congress votes them there.

Whether a veto is e used, and upheld, the ac tion seems likely to embarrassing repudiatic Senate this week becau efforts to remove the Ko guage probably will f say. An effort to delete Senate Appropriations C lost 23-3 last Tuesday.

A related effort in th tying U.S. operations i to contributions from allies might succeed underlining that many l of both parties are leery American lives in an op commitment in Kosovo.

About 5,900 U.S. troo the NATO-led, 37,0 Kosovo peacekeeping f tioned there since shortly air war against Yugosla last June.

Hoping Monday to support for its posit Defense Department r letter dated May 11 th sent Senate Appro Committee Chairma Stevens, R-Alaska.

Addressing demands fr members of Congress f peacekeeping and reco contributions from Cohen wrote that "the E are in fact carrying this l

Cohen said that while the need for more Euro den-sharing "can be hel Senate language "is co ductive to peace in Ko will seriously jeopardize tionship between the U.S NATO allies."

Act to help women with cancer

By Katie Foutz
katie@newsroom.byu.edu
NewsNet Staff Writer

Imagine being told that you have cancer and then being refused treatment.

It sounds frightening, but since 1990 it has been perfectly legal.

The National Breast and Cervical Cancer Early Detection Program, established in 1990, provides screening services in all 50 states for low-income women.

It doesn't provide treatment.

Diana Gledhill, a Provo resident and survivor of breast cancer, calls the program "tragic."

"The time you lose sitting around waiting while cancer is raging through your body could mean the difference between life and death," she said.

Ten years after the program was enacted, lawmakers are responding to such grievances.

With a final vote of 421 to 1, the House of Representatives passed the Breast and Cervical Cancer Treatment Act on May 9.

According to the National Breast Cancer Coalition, this legislation would give states the option of providing Medicaid coverage to low-income women who are screened and diagnosed with breast and cervical cancer.

> **"No longer will women be consigned to a literal death sentence merely because they cannot afford medical insurance."**
>
> — Rep. Rick Lazio, R-N.Y.

"We took a substantial stride towards giving thousands of American women the gift of life. No longer will women be consigned to a literal death sentence merely because they cannot afford medical insurance," Rep. Rick Lazio, R-N.Y., co-sponsor of the bill, said in a news release statement.

Meanwhile, Sen. Orrin Hatch is co-sponsoring a bill in the Senate that will also provide federally funded screening programs for women found to have breast or cervical cancer.

"This legislation is vitally important to uninsured women everywhere. When it passes, it will provide breast and cervical cancer patients the medical assistance they need to get properly screened and cared for," Hatch said.

To be eligible for this treatment, women would have to satisfy certain income and resource eligibility requirements under the National Breast and Cervical Cancer Early Detection Program.

According to a statement released from Hatch's office, in order for women to qualify for the program they must be younger than 65-years-old, not have health insurance coverage and have been diagnosed with breast or cervical cancer.

"This is an excellent idea that has to be explored," said Dr. Daniel Simmons, director of the BYU Cancer Research Center.

"I know people who have been diagnosed at very inopportune times. I know one woman who was diagnosed just after her husband's job was terminated. She was trapped with an aggressive breast cancer and no insurance. This affects real people. It needs to be looked at."

Utah transit to receive fun

By Fiona Ricker
fiona@newsroom.byu.edu
NewsNet Staff Writer

Organizations providing public transportation services in less-populated areas of Utah may be eligible for federal aid.

Each year, the U.S. Secretary of Transportation allots funds to the transportation department of each state, allowing the state to determine where the aid should go.

"Allocation to the states is by formula," said Doug Mears, Rural Transit Assistance Program director for the Utah Department of Transportation.

The formula compares the population of rural areas in a state to the population of rural areas in the entire United States.

Based on these figures, each state is given a portion of the total amount allotted to the program.

This year, Utah received about $545,000.

The funds are earmarked to help non-profit organizations purchase buses, vans, specialized minibuses and support equipment to provide public transportation services.

On the average, about four organizations in Utah benefit from this program, Mears said.

Fixed route public transportation services, local public bodies, and Indian tribes are among those eligible for funding.

The Ute Indian tribe has received federal aid in the past.

The Ute Indian Tribe Transit System serves the Ute Indian Reservation, locat eight miles outside of F Utah.

"We have one new bus others that the tribe ow Aleda Gardner, 45, a driv transit system.

"We've had them for a w we need newer models, can accommodate wheelc ter," she said.

The funds could be p anything having to do w transportation, such as Wheels, said Perry deputy director of Indian

"It depends on what t needs are," he said.

Federal aid is definitely ed, Gardner said.

The system's routes stay primarily within vation. At times, outside trips are made, ca er groups of people to special functions Christmas shopping.

"Some people don't have cars or have a places – they'd be looking for rides all the t out a bus system," Gardner said.

UDOT will take into consideration man when allotting the funds.

These include administrative capability, ty need and respective benefits, funding al get groups, level of coordination and dem ability to perform, Mears said.

Applications for federal funding must be by June 16.

$545,000 in federal funds Available

Eligible non-profit applicants include:

- Local public bodies and agencies
- Indian tribes
- Non-profit organizations
- Operators of fixed route public transportation services

Source: www.dot.state.ut

Graphic by Craig Fisk

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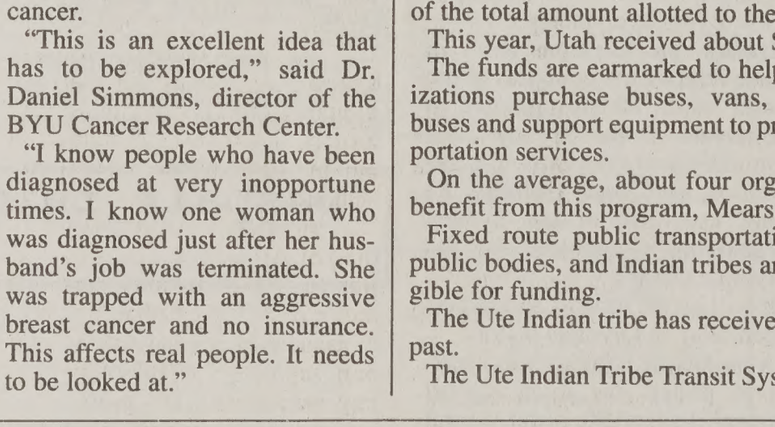
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Equal Opportunity – Affirmative Action Employer

for blue-collar workers

By CAROL KLEIMAN
Chicago Tribune

Here are some diverse reports from the world of work:

Including union members: Leadership training is an important tool that most companies offer their professional staffs, but very few extend the opportunity to learn these important skills to their blue-collar workers. But Navistar International Corp., an automotive manufacturer with revenues in 1999 of $8.6 billion, requires all its 17,500 North American employees, including 12,000 union members, to learn the basics of management.

What's smart about including unionized workers in the program, which is called "Climate for Performance," is that leadership skills can be applied across the board, to every job and to every level of management.

Inclusive celebrations: Observing birthdays at work is a problem if some favored few are honored and other workers ignored. My solution is to celebrate birthdays on a monthly basis, with the employer picking up the tab for a cake and card. But Patricia T. Whalen, assistant professor of mass media at Northwestern University's Medill School of Journalism, takes a different tack:

Instead of having "selective celebrations for favorite colleagues," everyone in the office of a large industrial firm Whalen once worked for "brought in something sweet on his or her own birthday. That way, everyone knew it was your day and made a fuss over you."

And Whalen, who has a doctorate in mass media, adds: "There was never a problem with someone feeling slighted because no one remembered their birthday."

And there's another aspect to her suggestion that I like: If you don't feel comfortable having a fuss made over you on your birthday, all you have to do is not bring in a treat. It's up to you.

But just in case anyone still feels slighted, happy birthday, everyone.

Including lawyers: The American Bar Association has a new benefit for its 400,000 members nationwide: Access to a legal job database with opportunities to learn about career management and to do some networking. The Web site, www.emplawyernet.com, is managed by EmplawyerNet in Los Angeles.

It may be hard to believe, but lawyers, too, are eager to find new jobs, move up the career ladder and forge helpful alliances.

All-inclusive performance reviews: The stated purpose of a performance review is to evaluate the work you've done, ascertain what skills you need to advance and to give you a chance to discuss your goals with your supervisor.

That's the stated part, and it is true. But there's another aspect to performance reviews that you should be aware of. "Originally designed to enhance communication and measure proficiency on the job, performance reviews have instead evolved into tools to assist employers in setting up paper trails that successfully insulate them against claims of discrimination," writes Pattie Paniccia, in her book, "Work Smarts for Women: The Essential Sex-discrimination Survival Guide" (Ballantine $14). "Performance reviews are being touted as key evidence that supports management decisions."

Paniccia's advice, while geared toward employed women, also applies to men.

(Send e-mail to ckleiman(AT)tribune.com)

"Originally designed to enhance communication and measure proficiency on the job, performance reviews have instead evolved into tools to assist employers in setting up paper trails that successfully insulate them against claims of discrimination."

— Pattie Paniccia, in her book, "Work Smarts for Women: The Essential Sex-discrimination Survival Guide"

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—Solve customers' problems.
—Deliver what you promise, on time.
—Train every employee to deliver on promises.
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—Deliver value as your customers define it.
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— By Jan Norman
The Orange County Register

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By SUSAN STROTHER
Orlando Sentinel

ORLANDO, Fla. — John McAdow has the look of today's franchisee.

He's young, college educated and already has experience as an entrepreneur from operating a recycling business.

Now, McAdow wants another source of income. He and several investors were in Orlando last week shopping around at the International Franchise Expo.

McAdow was looking carefully. He wasn't sure what sort of business he was after, but he knew what he didn't want — and that was a franchiser with the personality of a storm trooper.

"The relationship with the franchiser is a major concern," said McAdow, who lives near Columbus, Ohio. "I'm a small-business owner now, and I know some of the problems that can be involved."

Fortunately for McAdow, the dynamics between franchiser and franchisee have changed.

In the past, franchisers had all the power, and many expressed it in a take-it-or-leave-it attitude. They wanted franchise fees, royalties and a business owner who towed the line. That left little room for respect, happiness and the general well being of franchisees.

Today, franchisees are smarter — and that's making franchisers pay attention. Like McAdow, many franchisees have owned businesses. Two-thirds have some college or have completed degrees, according to research from Kennesaw State University. And they come to the table with more money and, importantly, information.

"The quality of the franchisee has gone up exponentially. Especially as far as their knowledge of business and the law," said William Vincent, a professor at Kennesaw State near Atlanta.

Not all franchisers have gotten the message. Any barrel contains a wormy apple or two, and there are still some bad companies out there.

But the master-servant relationships are fewer. Savvy franchisees can find a good company — or simply keep shopping until they do.

That doesn't mean a prospective franchisee will ever be totally free from controls. That's counter to the whole system. Franchise owners must still follow procedures, offer particular products and generally mimic the business of the franchiser.

But today their voices are being heard. In fact, at most large franchise groups, the franchisees have their own associations.

The organizations are the franchise equivalent of unions. The groups cropped up in the past decade because franchisees, particularly those in the fast-food industry, were angry about encroachment. Franchisers kept selling new outlets and the businesses were cannibalizing one another. Existing franchisees saw sales drop 10 percent, 20 percent or more — and they started squawking.

"People expect to compete against other systems," Vincent said. "But how can they handle competing against themselves?"

Franchisee associations are another key in the changing franchise relationship. The groups typically appoint officers and hire attorneys. And because of their efforts, many franchise companies have established formal policies to prevent encroachment.

It boils down to numbers: A single franchise owner speaks with a small voice, but a collection of several hundred can create quite a ruckus.

Visit the Sentinel on the World Wide Web at http://www.orlandosentinel.com/. On America Online, use keyword: OSO.

Not all franchisers have gotten the message. Any barrel contains a wormy apple or two, and there are still some bad companies out there. But the master-servant relationships are fewer.

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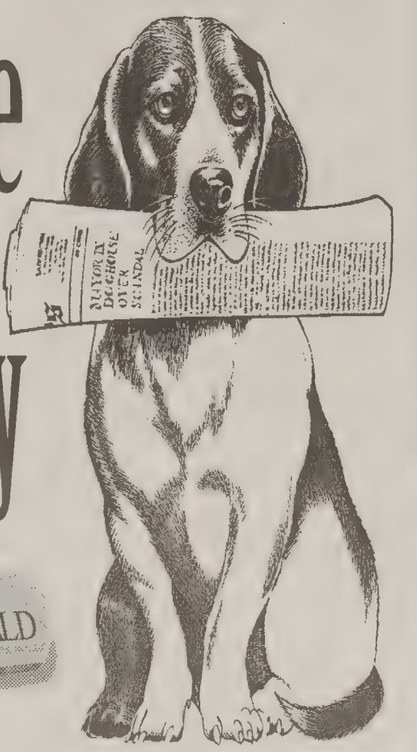

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The Daily Herald, Wednesday, May 17, 2000

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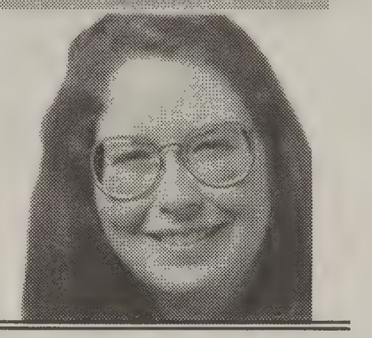

AMY LINDGREN

Does the thought of changing jobs scare you? According to Bruce Roselle, that's pretty normal. After all, you're leaving the familiar — even if it's a job you hate — for the unfamiliar. The job search itself can be so intimidating that people stay in a bad job for years rather than face rejection from another employer.

Roselle, a licensed Minneapolis psychologist, has spent much of his professional life studying fear and its impact on careers. He has identified five ways that we reveal fear in our work lives: through confusion, resistance, defensiveness, perfectionism and discouragement. (For more on these five faces of fear in the job search, see my October 1998 column at www.prototypecareerservice.com)

For example, a person who won't release a project until it's perfect may be driven more by fear than by a concern for quality. Substitute "resume" for the word "project" and you have a job seeker who would rather rewrite skills statements than meet an employer face-to-face.

As obstructive as fear can be, Roselle sees it as part of a larger pattern of self-defeating behavior that keeps people from living more fully. He is especially interested in the way we overcome faulty beliefs, becoming what he calls "wholehearted leaders" in the process.

"We are all leaders in various roles we play in life," Roselle says. "There's a saying that 90 percent of success is just showing up. But we need to do more than just show up in our roles as leaders."

According to Roselle, who is writing a book on this subject, a wholehearted leader is one with contagious enthusiasm, pure intentions, and a will "undivided in its purpose."

In addition to fear and all its dimensions, Roselle sees five destructive drives that keep leaders from performing well. They are self-promotion, deception, a preoccupation with power, self-indulgence, and vengeance.

As dramatic as the terms are, they do relate to the job search. I've known people to take a job they hated, just to prove something to a former boss who laid them off. Even more common are people who harbor an anger or jealousy toward past supervisors that colors their judgment in the job search. Or workers who tell half-truths to get a job that is a poor fit anyway.

If you think of yourself as a leader in your own job search or career, it's easy to see how Roselle's concepts of wholehearted leadership could impact your future. The trick is to avoid the destructive drives and overcome your fears, while approaching this transition from a more balanced position.

In Roselle's experience, such a balance is evident in people who display these seven characteristics of wholehearted leadership: perspective, motivation, thankfulness, optimism, focus, refreshment and limits.

To apply these concepts to your job search, ask yourself:

—Am I seeking work that is meaningful to me? (perspective)

—Am I seeking work that will energize and interest me? (motivation)

—Do I believe that my most important needs and desires have already been met? (thankfulness)

—Do I trust that my needs and desires will continue to be met? (optimism)

—Am I able to discern the needs of employers and co-workers and strive to meet them? (focus)

—Am I building mental, physical and spiritual rest into my transition process? (refreshment)

—Do I recognize things which I can control and things which I cannot control? (limits)

Since wholehearted leadership is not limited to the workplace, similar questions could apply to other areas of your life as well. "People want a full life, but they also want a life that works," Roselle notes. "Wholehearted leadership is about creating an overall attitude toward life."

(Amy Lindgren is president of Prototype Career Services, a St. Paul firm specializing in career transition and job search strategy. E-mail her at getajob(AT)prototypecareerservice.com or see her Web site, www.prototypecareerservice.com)

Non-profit sector may be perfect remedy

By CAROL KLEIMAN
Chicago Tribune

Carl A. Zimmerman was president and CEO of a for-profit insurance group in 1998 when he switched to the non-profit sector.

Zimmerman, who says he was "motivated to some degree by wanting to make a difference in people's lives," now is president and CEO of Lifelink Corp., an organization with $100 million in assets headquartered in Bensenville, Ill.

Lifelink is a United Church of Christ health and human services agency with 1,200 employees and 50 service sites in four states.

"My career had been in health-care management and finance, and I was attracted to the opportunity to use good business skills and apply them to these vital programs," said Zimmerman, who has an MBA from Northwestern University.

Switching to health-care careers in the non-profit sector, where jobs are plentiful and where salaries are becoming commensurate with for-profit salaries, is a change Zimmerman recommends.

"Today, there is more of a blending of the two cultures because the skills needed to make an organization are the same, and top-flight business people are sought after in both," said the executive, who himself has hired job seekers from the for-profit sector.

And he's not alone. "Hospitals are looking for people with good business skills and acumen and who can demonstrate they can learn the particulars of non-profits," said Kevin Scanlan, vice president of human resources services for Metropolitan Chicago Healthcare Council. The non-profit association has 130 affiliates and 120 employees.

Scanlan, whose organization works to improve delivery of health care, worked at several corporations before going into the non-profit sector in 1988.

"Being altruistic has to be part of your mindset and wanting to do the right thing — that's what makes you feel good about what you do," he said.

Richard M. King is president of Kittleman & Associates Inc., an executive search and management consulting firm for non-profits with annual revenues of about $2 million. A veteran recruiter, King says there are good career opportunities in health care for former corporate types in support staff jobs, information technology and human resources and auditors. There also are openings for accountants, controllers, lawyers, bookkeepers, auditors, marketing directors and public relation representatives.

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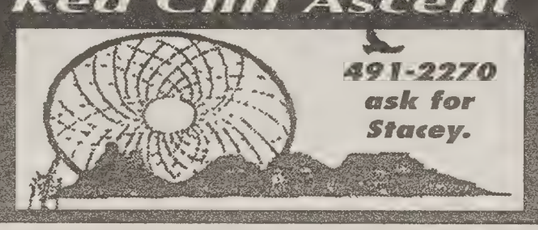

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For application information, contact UVSC or visit our web site at **http://www.uvsc.edu.** Application materials and degree verification must be submitted by the appropriate date to Human Resources #184, 800 West University Parkway, Room AD 110, Orem, UT 84058-5999, (801) 222-8207. UVSC offers a competitive compensation package and educational benefits. UVSC is an Affirmative Action/ Equal Opportunity/Equal Access Employer. Minorities, women, and individuals with disabilities are encouraged to apply.

Business travelers stereotype wrong

By TOM BELDEN
Knight Ridder Newspapers

The stereotype of the frequent business traveler is someone focused so intently on his or her life on the road that there is little thought given to the family the traveler leaves behind at home.

Now comes research among both traveling parents and their children, sponsored by Sheraton Hotels & Resorts, that provides a different view. Although the Sheraton study wasn't a scientific sampling of business travelers, it does provide insight into the conflicts parents face when they have to be away from home, and what some of them do to resolve those conflicts.

Sheraton surveyed 300 volunteers, 150 men and 150 women, who went on at least one business trip of three or more consecutive nights last year, and 200 of their children, half of them teen-agers and half 8- to 12-year-olds. The respondents were chosen from America Online subscribers who volunteered to participate. They completed the 15-minute survey over the Internet.

Among the more interesting findings is that two-thirds of the parents say they have refused to take a business trip because it conflicted with their children's activities.

More specifically, 41 percent of the parents say they would cut short a business trip if it came on a child's birthday or if a child were ill. Nearly one-third (31 percent) said they would not travel if it conflicted with a child's school function, and 5 percent would not leave home if their children were upset about them leaving.

By wide margins, the traveling parents said they miss their children when they're on the road, with a few more mothers than fathers (93 percent to 83 percent) saying they feel the pain of separation. And the parents said they miss the children far more than they miss their spouses. About one-third of the husbands, but only one in five wives, said they miss their spouse when they're away from home.

The children who answered the survey seemed up-front about their behavior when a parent is traveling. About 45 percent said they stayed up past their bedtime and 38 percent didn't do their homework. About one in six of the children also admitted feeling less secure when a parent is away and doing things such as sleeping with a stuffed animal or leaving a light on.

The survey also confirmed a trend detected in recent years in other, more scientific studies about the changing habits of parents on business trips. About 60 percent of the Sheraton respondents said they have taken a child on a business trip, mostly for the child's learning experience or because it coincided with a family vacation.

Sheraton officials said they did the study for the same reason most businesses do market research: They want to understand their customers' needs better and use the knowledge to try to get an edge on the competition.

John Greenleaf, the Sheraton brand vice president for the hotel chain's parent, Starwood Hotels & Resorts Worldwide, said the findings were among the reasons Sheraton is redoing many of its guest rooms to give them a "more residential" look. The changes, which will go in about 14,000 of the chain's rooms, include the use of sleigh-style headboards and footboards for beds, larger lounge chairs and desks, and wood furniture without plastic laminate tops.

"It reflects what people want and need in a room," Greenleaf said. "Any time you can anticipate a guest's needs, the more you'll be able to do to please that guest."

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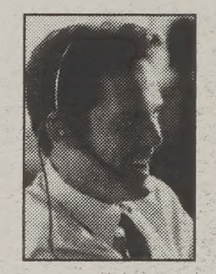

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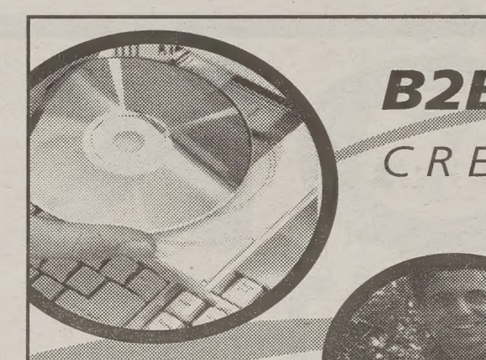

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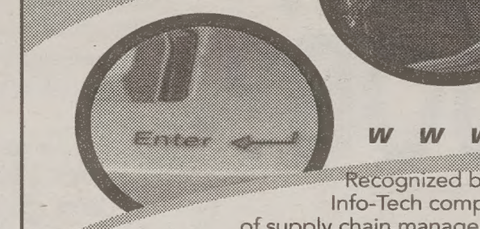

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